
3 1761 11767248 5


Digitized by the Internet Archive
in 2023 with funding from
University of Toronto

https://archive.org/details/31761117672485

5029

CA1
MI
-E52
L22

Publicati

52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

LIBRARY
NOV 26 1990
University of Toronto

BARCLAYS BANK OF CANADA

BANQUE BARCLAYS DU CANADA

5029

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

① FULL LEGAL NAME - NOM LÉGAL AU COMPLET
Barclays Bank of Canada/Banqui Barclays du Canada

② COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
Barclays Bank of Canada/ Banque Barclays du Canada

ADDRESS / ADRESSE

① ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE DE L'ÉTABLISSEMENT PRINCIPAL
Head Office Suite 3500, Commerce Court West
Toronto, Ont M5L 1G2

② MAILING ADDRESS - ADRESSE POSTALE
Same

OFFICERS / AGENTS

① NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
Mr. G.D. Farrar

② NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
Mr. A. McKenzie

POSITION / FONCTION

① POSITION TITLE - TITRE DU POSTE
President & Chief Executive Officer

② POSITION TITLE - TITRE DU POSTE
Sen Vice President & Secretary

② AREA CODE / INDICATIF RÉGIONAL: 416
② TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 862.0594

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

① INDUSTRIAL SECTOR - BRANCHE D'ACTIVITÉ: Chartered Bank & other Banking type - intermediaries
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 343

① INDUSTRIAL SECTOR - BRANCHE D'ACTIVITÉ
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS

① INDUSTRIAL SECTOR - BRANCHE D'ACTIVITÉ
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS

① INDUSTRIAL SECTOR - BRANCHE D'ACTIVITÉ
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

④ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑤ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑥ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
272	0	0

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

③ DESIGNATED GROUP EMPLOYEES / SALARIÉS DES GROUPES DÉSIGNÉS	④ PROVINCE (TERRITORY) / PROVINCE (TERRITOIRE)
CALGARY: 8	ONT: 279
EDMONTON: 4	QUE: 26
HALIFAX: 2	N.S.: 2
MONTREAL: 26	N.B.: 0
REGINA: 0	MAN.: 7
TORONTO: 272	B.C.: 11
VANCOUVER: 11	P.E.I.: 0
WINNIPEG: 7	SASK.: 4
	ALTA.: 12
	N.F.L.: 2
	Y.T.: 0
	N.W.T.: 0
③ TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA	343

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

① I (Name) G. D. Faraar, HEREBY CERTIFY ON BEHALF OF (Name of employer) Barclays Bank of Canada

THAT THE INFORMATION CONTAINED IN THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (NOM DE L'EMPLOYEUR) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 5 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE: January 5, 1990

SIGNATURE: _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

Canada

EMP 1641(E 90)

NOTE: USE ONLY APPLICATIONS TO COMPLETE ALL FORMS
NOTA: VOUS NE DEVEZ UTILISER QUE DES FORMULAIRES D'APPLICATION POUR REMPLIR TOUTES LES FORMULAIRES

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

① FULL LEGAL NAME - NOM LÉGAL AU COMPLET
Barclays Bank of Canada/Banqui Barclays du Canada

② COMMON OR TRADE NAME - NOM USUEL OU RAISON SOCIALE
Barclays Bank of Canada/ Banque Barclays du Canada

ADDRESS / ADRESSE

① ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE DE L'ÉTABLISSEMENT PRINCIPAL
Head Office Suite 3500, Commerce Court West
Toronto, Ont M5L 1G2

② MAILING ADDRESS - ADRESSE POSTALE
Same

OFFICERS / AGENTS

① NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
Mr. G.D. Farrar

② NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
Mr. A. McKenzie

POSITION / FONCTION

① POSITION TITLE - TITRE DE FONCTION
President & Chief Executive Officer

② POSITION TITLE - TITRE DE FONCTION
Sen Vice President & Secretary

AREA CODE / INDICATIF RÉGIONAL: 416
TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 862.0394

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

① INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: Banking — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:
② INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:
② INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:
② INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

③ NUMBER OF PERMANENT FULL TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	③ NUMBER OF PERMANENT PART TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	③ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
267	2	4

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

④ DESIGNATED AREAS / RÉGIONS DÉSIGNÉES	
CALGARY	8
EDMONTON	4
HALIFAX	2
MONTREAL	26
REGINA	0
TORONTO	272
VANCOUVER	11
WINNIPEG	7

⑤ PROVINCES/TERRITORIES / PROVINCES/RÉGIONS	
ONT. ONT.	279
QUE. QC.	26
N.S. N.-É.	2
N.B. N.-B.	0
MAN. MAN.	7
B.C. C.-B.	11
P.E.I. I.-P.-É.	0
SASK. SASK.	4
ALTA. ALB.	12
NFLD. T.-N.	2
YUK. YUK.	0
N.W.T. T.N.-O.	0

⑥ TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 343

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑦ I (name) G. D. Faraar, HEREBY CERTIFY ON BEHALF OF (name of employer) Barclays Bank of Canada
THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF
J'ATTESTE PAR LES PRÉSENTES AU NOM DE (name of employer)
QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS EXACTS À TOUT ÉGARD.

DATE: January 5, 1990

SIGNATURE:

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMP 1041(E 86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL ITEMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUTES LES FORMULAIRES

Canada

SUMMARY FORM 1
FOR YEAR 1989

NAME OF BUSINESS/NOM DE L'ENTREPRISE :
BARCLAYS BANK OF CANADA

INDUSTRIAL SECTORS / BRANCHES D'ACTIVITE:
1.bank : 343

EMPLOYMENT STATUS / CATEGORIES DE SALARIES :

PERMANENT FULL TIME / PERMANANTS A TEMPS PLEIN	272
PERMANENT PART TIME / PERMANANTS A TEMPS PARTIEL	0
TEMPORARY / TEMPORAIRES	0
EXEMPT	0
SURVEY NOT COMPLETED	0

GEOGRAPHICAL AREAS / SECTEURS GEOGRAPHIQUES :

DESIGNATED CMA'S R M R DESIGNEES		PROVINCES & TERRITORIES PROVINCES ET TERRITOIRES	
CALGARY	8	ONT. / ONT	279
		QUE. / QC	26
EDMONTON	4	N.S. / N.E.	2
		N.B. / N.B.	0
HALIFAX	2	MAN. / MAN	7
		B.C. / C.B.	11
MONTREAL	26	P.E.I./I.P.E	0
		SASK / SASK	4
REGINA	0	ALTA / ALB.	12
		NFLD / T.N.	2
TORONTO	272	YKN / YUK.	0
		N.W.T./T.N.O.	0
VANCOUVER	11		
		TOTAL IN CANADA / NOMBRE	
WINNIPEG	7	TOTAL AU CANADA	343

Employment Equity Act
Year Ending Dec 31, 1989

Return for 1989

We are pleased to enclose our Return for 1989 and our comments on the results as follows :-

Permanent Full Time Employees in Canada

Virtually all of our employees are classified as permanent full time. Temporary or part-time people are employed only on an exceptional basis.

Our total staff of 272 is up by seven over last year. 44% are women, almost the same as last year.

Visible minorities account for 70 employees, up from 56 in 1988, or 25.7% versus 21.1% . Our branches are not located in areas where aboriginal people lives and accordingly we show only one such employee.

We have 207 employees who are in supervisory or management positions, 21.25% of these are visible minorities. Nearly 37% are women or 76 employees compared with 72 last year. Women tend to progress through the ranks to management and we would expect to see the percentage of women managers move upwards gradually. We still tend to lose too many experience ladies who elect to leave banking to raise a family and this factor tends to lower the percentage of female managers. We have two Senior Vice Presidents who are female.

Disabled persons now number 6 or 2.2% . This is as a result of deliberately hiring such persons and also reclassifying people with disabilities who had previously not declared them. The reclassification was made with their permission. As mentioned last year we worked with a large personnel agency and persuaded them to set up a disabled employee division. The result was spectacular and we were offered many skilled and disabled employees. The writer is also involved in a social welfare group which is seeking to train long term unemployed welfare recipients for the job market. These specifically include disabled people and the group is very encouraged that this joint venture between private enterprise and social welfare organization can help solve a major social problem which to date the government has been unable to do.

Visible minorities earning over $30,000 rose from 25 to 29, compared to only 15 in 1987.

Of 77 employees hired in 1989, 53% were women and 36% visible minorities. Visible minorities earned one third of all of the promotions given during the year. These were truly earned and no specific efforts were needed to produce this good performance. Women earned 42.5% of the promotions.

Among employees who terminated employment were 59% women. 19 Supervisors terminated employment and 15 were women which is another reason why the Bank finds it difficult to maintain better statistics for female employees as supervisors are the future managers.

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	17	15	2	0	0	0	1	1	0	1	1	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	13	13	0	0	0	0	0	0	0	1	1	0
	AND OVER	3	26	24	2	0	0	0	1	1	0	2	1	1
	30,000 -	2	28	25	3	0	0	0	0	0	0	3	3	0
	34,999	1	17	10	7	0	0	0	0	0	0	5	3	2
PROFESSIONALS	60,000 -	4	3	3	0	0	0	0	0	0	0	1	1	0
	64,999	3	3	3	0	0	0	0	0	0	0	1	1	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	1	1	0
	34,999	1	5	2	3	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	45,000 -	4	5	4	1	0	0	0	1	0	1	2	1	1
	49,999	3	19	11	8	0	0	0	0	0	0	8	3	5
	15,000 -	2	45	10	35	0	0	0	3	1	2	13	4	9
	17,499	1	21	6	15	0	0	0	0	0	0	5	0	5
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	28	8	20	0	0	0	0	0	0	10	6	4
	14,999	1	36	12	24	1	0	1	0	0	0	16	9	7
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			272	152	120	1	0	1	6	3	3	70	36	34

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES *

FORM 3 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 14,999	1	0	1	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	7	3	4	0	0	0	0	0	0	2	2	0
$ 17,500 - $ 19,999	21	8	13	0	0	0	0	0	0	10	6	4
$ 20,000 - $ 22,499	25	8	17	1	0	1	0	0	0	9	5	4
$ 22,500 - $ 24,999	29	7	22	0	0	0	0	0	0	10	2	8
$ 25,000 - $ 27,499	25	3	22	0	0	0	1	0	1	5	0	5
$ 27,500 - $ 29,999	11	5	6	0	0	0	0	0	0	5	3	2
$ 30,000 - $ 34,999	21	10	11	0	0	0	2	1	1	8	5	3
$ 35,000 - $ 39,999	16	6	10	0	0	0	0	0	0	6	1	5
$ 40,000 - $ 49,999	32	24	8	0	0	0	1	0	1	9	7	2
$ 50,000 - $ 69,999	51	47	4	0	0	0	1	1	0	4	3	1
$ 70,000 AND OVER	33	31	2	0	0	0	1	1	0	2	2	0
TOTAL NUMBER OF EMPLOYEES	272	152	120	1	0	1	6	3	3	70	36	34

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED * FORM 4 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	12	11	1	0	0	0	0	0	0	1	1	0
PROFESSIONALS	1	1	0	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	26	14	12	0	0	0	1	1	0	6	0	6
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	37	9	28	1	0	1	0	0	0	20	8	12
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	77	36	41	1	0	1	1	1	0	28	10	18

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	2	2	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	24	21	3	0	0	0	0	0	0	4	3	1
PROFESSIONALS	9	7	2	0	0	0	0	0	0	3	3	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	28	8	20	0	0	0	0	0	0	10	1	9
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	18	10	8	0	0	0	0	0	0	8	5	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	81	48	33	0	0	0	0	0	0	25	12	13
TOTAL NUMBER OF PROMOTIONS	87	50	37	0	0	0	0	0	0	29	13	16

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED * FORM 6 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	3	3	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	17	17	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	19	4	15	0	0	0	0	0	0	5	1	4
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	30	3	27	0	0	0	0	0	0	9	2	7
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	71	29	42	0	0	0	0	0	0	14	3	11

* Use separate Parts for permanent part-time and temporary employees

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	14	12	2	0	0	0	0	0	0	1	1	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	10	10	0	0	0	0	0	0	0	1	1	0
	AND OVER	3	16	14	2	0	0	0	0	0	0	1	0	1
	30,000 -	2	24	18	6	0	0	0	0	0	0	4	3	1
	34,999	1	11	7	4	0	0	0	0	0	0	4	3	1
PROFESSIONALS	60,000 -	4	3	3	0	0	0	0	0	0	0	1	1	0
	64,999	3	3	3	0	0	0	0	0	0	0	1	1	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	1	1	0
	34,999	1	5	2	3	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	45,000 -	4	5	4	1	0	0	0	1	0	1	2	1	1
	49,999	3	16	9	7	0	0	0	0	0	0	8	3	5
	15,000 -	2	35	9	26	0	0	0	3	1	2	12	4	8
	17,499	1	20	6	14	0	0	0	0	0	0	5	0	5
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	15	5	10	0	0	0	0	0	0	5	3	2
	17,499	1	34	15	19	1	0	1	0	0	0	19	12	7
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			217	123	94	1	0	1	4	1	3	66	35	31

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES * FORM 3 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 14,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	6	3	3	0	0	0	0	0	0	2	2	0
$ 17,500 - $ 19,999	19	8	11	0	0	0	0	0	0	10	6	4
$ 20,000 - $ 22,499	18	8	10	1	0	1	0	0	0	8	5	3
$ 22,500 - $ 24,999	25	7	18	0	0	0	0	0	0	9	2	7
$ 25,000 - $ 27,499	19	2	17	0	0	0	1	0	1	5	0	5
$ 27,500 - $ 29,999	11	5	6	0	0	0	0	0	0	5	3	2
$ 30,000 - $ 34,999	14	8	6	0	0	0	2	1	1	7	5	2
$ 35,000 - $ 39,999	15	6	9	0	0	0	0	0	0	6	1	5
$ 40,000 - $ 49,999	28	20	8	0	0	0	1	0	1	9	7	2
$ 50,000 - $ 69,999	36	32	4	0	0	0	0	0	0	3	2	1
$ 70,000 AND OVER	26	24	2	0	0	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES	217	123	94	1	0	1	4	1	3	66	35	31

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED * FORM 4 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	8	7	1	0	0	0	0	0	0	1	1	0
PROFESSIONALS	1	1	0	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	23	11	12	0	0	0	1	1	0	6	0	6
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	31	9	22	1	0	1	0	0	0	19	8	11
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	64	29	35	1	0	1	1	1	0	27	10	17

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	2	2	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	20	17	3	0	0	0	0	0	0	3	2	1
PROFESSIONALS	9	7	2	0	0	0	0	0	0	3	3	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	27	7	20	0	0	0	0	0	0	10	1	9
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	18	10	8	0	0	0	0	0	0	8	5	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	76	43	33	0	0	0	0	0	0	24	11	13
TOTAL NUMBER OF PROMOTIONS	81	44	37	0	0	0	0	0	0	28	12	16

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED * FORM 6 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	3	3	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	12	12	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	18	3	15	0	0	0	0	0	0	5	1	4
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	27	3	24	0	0	0	0	0	0	9	2	7
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	62	23	39	0	0	0	0	0	0	14	3	11

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	2	2	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	20	17	3	0	0	0	0	0	0	3	2	1
PROFESSIONALS	9	7	2	0	0	0	0	0	0	3	3	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	27	7	20	0	0	0	0	0	0	10	1	9
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	18	10	8	0	0	0	0	0	0	8	5	3
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	76	43	33	0	0	0	0	0	0	24	11	13
TOTAL NUMBER OF PROMOTIONS	81	44	37	0	0	0	0	0	0	28	12	16

* Use separate Parts for permanent part-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED * FORM 6 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR: bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	3	3	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	12	12	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	18	3	15	0	0	0	0	0	0	5	1	4
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	27	3	24	0	0	0	0	0	0	9	2	7
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	62	23	39	0	0	0	0	0	0	14	3	11

* Use separate Parts for permanent part-time and temporary employees

NAME OF BUSINESS :	INDUSTRIAL SECTOR:bank	REPORTING PERIOD: 1989
BARCLAYS BANK OF CANADA		

LOCATION : ___ National (CANADA) ___ Province/Territory : _____ _X_ Designated CMA: _Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES TOTAL NUMBER	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL NUMBER	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL NUMBER	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL NUMBER	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	14	12	2	0	0	0	0	0	0	1	1	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	10	10	0	0	0	0	0	0	0	1	1	0
	AND OVER	3	15	13	2	0	0	0	0	0	0	1	0	1
	30,000 -	2	22	16	6	0	0	0	0	0	0	4	3	1
	34,999	1	10	6	4	0	0	0	0	0	0	4	3	1
PROFESSIONALS	60,000 -	4	3	3	0	0	0	0	0	0	0	1	1	0
	64,999	3	3	3	0	0	0	0	0	0	0	1	1	0
	30,000 -	2	1	1	0	0	0	0	0	0	0	1	1	0
	34,999	1	5	2	3	0	0	0	0	0	0	1	1	0
SEMI-PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	45,000 -	4	4	3	1	0	0	0	1	0	1	2	1	1
	49,999	3	16	9	7	0	0	0	0	0	0	8	3	5
	15,000 -	2	35	9	26	0	0	0	3	1	2	12	4	8
	17,499	1	19	6	13	0	0	0	0	0	0	5	0	5
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES TOTAL NUMBER	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL NUMBER	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL NUMBER	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL NUMBER	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	40,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	15	5	10	0	0	0	0	0	0	5	3	2
	17,499	1	33	15	18	1	0	1	0	0	0	19	12	7
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			210	118	92	1	0	1	4	1	3	66	35	31

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

Publications

5034
CA 1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BEARSKIN LAKE
AIR SERVICE LTD.

5034

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) BEARSKIN LAKE AIR SERVICE LTD.

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) BEARSKIN AIRLINES

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) BOX 1447, SIOUX LOOKOUT, ONTARIO P0V 2T0

MAILING ADDRESS - ADRESSE POSTALE
(4) 216 ROUND BLVD., THUNDER BAY, ONTARIO P7E 3N9

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) HARVEY J. FRIESEN

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) RICK BARATTA

POSITION / FONCTION

POSITION TITLE - TITRE DU FONCTION
(6) PRESIDENT

POSITION TITLE - TITRE DU FONCTION
(8) VICE PRESIDENT FINANCE

AREA CODE / IND. RÉG. (9): 807
TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 577-1144

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
(10)	INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: AIR TRANSPORT INDUSTRIES	307
(11)	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2: N/A	
(12)	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3: N/A	
(13)	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4: N/A	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
165	20	14

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / R M R DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	307
QUE.-QC	
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-Î.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
YKN.-YUK.	
N.W.T.-T.N.-O.	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 307

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20)
I, (Name) Rick Baratta, HEREBY CERTIFY ON BEHALF OF (Name of employer) Bearskin Lake Air Service Ltd.
THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____
QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE: July 13,1990

SIGNATURE - SIGNATURE: Rick Baratta

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 364(3-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) BEARSKIN LAKE AIR SERVICE LTD.

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) BEARSKIN AIRLINES

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) BOX 1447, SIOUX LOOKOUT, ONTARIO P0V 2T0

MAILING ADDRESS - ADRESSE POSTALE
(4) 216 ROUND BLVD., THUNDER BAY, ONTARIO P7E 3N9

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) HARVEY J. FRIESEN

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) RICK BARATTA

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) PRESIDENT

POSITION TITLE - TITRE OU FONCTION
(8) VICE PRESIDENT FINANCE

AREA CODE / IND. RÉG. — TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
(9) 8 0 7 — 5 7 7 1 1 4 1

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1	(10) AIR TRANSPORT INDUSTRIES	191
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	(11) N/A	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	(12) N/A	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	(13) N/A	

EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
165	20	14

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / A M R DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	191
QUE.-Qc	
N.S.-N.-É	
N.B.-N.-B	
MAN.-MAN	
B.C.-C.-B	
P.E.I.-Î.-P.-É	
SASK.-SASK	
ALTA.-ALB	
NFLD.-T.-N	
YKN.-YUK.	
N.W.T.-T.N.-O	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 191

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) Rick Baratta, HEREBY CERTIFY ON BEHALF OF (Name of employer) Bearskin Lake Air Service Ltd.

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE May 31, 1990

SIGNATURE - SIGNATURE Rick Baratta

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMP 3847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA. VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Bearskin Airlines

BEARSKIN LAKE AIR SERVICE LTD.
216 ROUND BOULEVARD, THUNDER BAY AIRPORT, THUNDER BAY, ONTARIO P7E 3N9 TELEPHONE: (807) 577-1141 FAX (807) 475-3625
Accounts Office Telephone: (807) 577-2831

EMPLOYMENT EQUITY REPORT - 1989

EXECUTIVE SUMMARY

Bearskin Airlines is once again, pleased to provide our Annual Employment Equity Report for the year 1989.

To achieve better consistency and unformity in reporting, we have reviewed our Occupational Groupings; modifications were made as follows:

a) The Maintenance Supervisors/Foremen and Crew Chief's will now be included in the Foremen/Women Occupational Group 6, instead of Group 10: Skilled Crafts/Trades.

b) Apprentice Aircraft Engineers have been included in the Semi-Skilled Manual Workers Occupational Group 11. This reflects the difference in Occupational requirements, as compared to the Skilled Crafts and Trades Group which includes Licenced Engineers.

With these changes/additions, we hope to provide a more realistic representation of our employees in these particular areas.

Our ongoing efforts to encourage employees to Self-Identify by using the Self-Identification Survey, are improving; however, we believe that the representation of the designated groups, especially Aboriginal Peoples, is higher than is reported.

In conclusion, we feel that in addition to our continued growth and the transient nature of our industry, Bearskin Airlines will continue efforts to improve Self-Identification among its employees, to provide opportunities for the target groups, and to ensure consistency in our reports.

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 2 Part A, *Partie A,* Page 1

Name of Business: *Nom de l'entreprise:* BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector: *Branche d'activité:* AIR TRANSPORT INDUSTRIES

Reporting Period: *Période de rapport:* 1989

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

☐ Designated CMA (specify) *RMR désignée (préciser)* N/A

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	$70,000 and over	4	5	4	1									
		3	0	0	0									
	$55,000	2	0	0	0									
	$59,999	1	1	1	0									
Middle or other managers *Cadres intermédiaires et autres cadres*	$55,000	4	3	3	0							0	0	0
	$59,999	3	0	0	0							0	0	0
	$27,500	2	2	2	0							1	1	0
	$29,999	1	1	0	1							0	0	0
Professionals *Professionnels*	N/A	4												
		3												
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*	$45,000	4	3	3	0	0	0	0	0	0	0			
	$49,999	3	9	9	0	0	0	0	0	0	0			
	$12,500	2	20	19	1	0	0	0	0	0	0			
	$14,999	1	23	23	0	1	1	0	1	1	0			
Supervisors *Surveillants*	$35,000	4	2	2	0	0	0	0						
	$39,999	3	0	0	0	0	0	0						
	$20,000	2	0	0	0	0	0	0						
	$22,499	1	5	0	5	1	0	1						
Foremen/women *Contremaîtres*	$35,000	4	8	8	0									
	$39,999	3	0	0	0									
	$27,500	2	0	0	0									
	$29,999	1	1	1	0									

EMP 3671 (9 86) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form *Formulaire* 2 Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers *Employés de bureau*	$20,000	4	5	3	2	0	0	0	0	0	0	0	0	0
	$22,499	3	4	1	3	0	0	0	0	0	0	0	0	0
	$10,000	2	7	0	7	0	0	0	0	0	0	0	0	0
	$12,499	1	5	3	2	2	1	1	1	0	1	0	0	0
Sales workers *Employés du secteur de la vente*	$30,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	$34,999	3	2	1	1	0	0	0	0	0	0	0	0	0
	$10,000	2	10	3	7	0	0	0	0	0	0	0	0	0
	$12,499	1	12	1	11	1	0	1	0	0	0	0	0	0
Service workers *Employés du secteur des services*	N/A	4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	$30,000	4	7	7	0	0	0	0	0	0	0	0	0	0
	$34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$25,000	2	4	4	0	1	1	0	0	0	0	0	0	0
	$27,499	1	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels spécialisés*	$22,500	4	7	7	0	0	0	0	0	0	0	0	0	0
	$24,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	$15,000	2	5	5	0	1	1	0	0	0	0	1	1	0
	$17,499	1	4	4	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	$12,500	4	2	2	0	1	1	0	1	1	0	0	0	0
	$14,999	3	1	1	0	1	1	0	1	1	0	0	0	0
	$10,000	2	3	3	0	0	0	0	0	0	0	0	0	0
	$12,499	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			165	124 -	41	9	6	3	4	3	1	2	2	0

EMP 3671 (5-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business / Nom de l'entreprise: BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector / Branche d'activité: AIR TRANSPORT INDUSTRIES

Reporting Period / Période de rapport: 1989

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): ONTARIO ☐ Designated CMA (specify) / RMR désignée (préciser): N/A

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs	N/A	4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres	N/A	4												
		3												
		2												
		1												
Professionals / Professionnels	N/A	4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens	$10,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	$12,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	$ 7,500	2	0	0	0	0	0	0	0	0	0	0	0	0
	$ 9,999	1	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	N/A	4												
		3												
		2												
		1												
Foremen/women / Contremaîtres	N/A	4												
		3												
		2												
		1												

LMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form / Formulaire 2 Part B, / Partie B, Page 2

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employés de bureau	$ 5,000	4	2	1	1	0	0	0	0	0	0	1	1	0
	$ 7,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	$ 5,000	2	0	0	0	0	0	0	0	0	0	0	0	0
	$ 7,499	1	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	$ 7,500	4	3	0	3	0	0	0	0	0	0	0	0	0
	$ 9,999	3	6	2	4	0	0	0	0	0	0	0	0	0
	$ 2,500	2	3	0	3	1	0	1	0	0	0	0	0	0
	$ 4,999	1	1	0	1	0	0	0	0	0	0	0	0	0
Service workers / Employés du secteur des services	N/A	4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés	N/A	4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels	$ 5,000	4	1	1	0	0	0	0	0	0	0	0	0	0
	$ 7,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	$ 5,000	2	0	0	0	0	0	0	0	0	0	0	0	0
	$ 7,499	1	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			20	8	12	1	0	1	0	0	0	1	1	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada | Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form / *Formulaire* 3 Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:* BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector: / *Branche d'activité:* AIR TRANSPORT INDUSTRIES

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 19 89

SALARY RANGES / *ÉCHELLES DE RÉMUNÉRATION*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / *Moins de* $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	31	15	16	5	3	2	3	2	1	0	0	0
$15,000 - $17,499	16	7	9	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	28	23	5	1	1	0	1	1	0	1	1	0
$20,000 - $22,499	16	12	4	2	1	1	0	0	0	0	0	0
$22,500 - $24,999	15	11	4	0	0	0	0	0	0	0	0	0
$25,000 - $27,499	6	5	1	0	0	0	0	0	0	0	0	0
$27,500 - $29,999	10	9	1	1	1	0	0	0	0	0	0	0
$30,000 - $34,999	13	13	0	0	0	0	0	0	0	0	0	0
$35,000 - $39,999	19	19	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	2	2	0	0	0	0	0	0	0	1	1	0
$50,000 - $69,999	4	4	0	0	0	0	0	0	0	0	0	0
$70,000 and over / *et plus*	5	4	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / *NOMBRE TOTAL DE SALARIÉS*	165	124	41	9	6	3	4	3	1	2	2	0

EMP 3845 (9-88)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* 3 Part B *Partie B*

Name of Business
Nom de l'entreprise
BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector
Branche d'activité
AIR TRANSPORT INDUSTRIES

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period. *Période de rapport.* 19 89

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	1	0	1	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	9	6	3	1	0	1	0	0	0	1	1	0
$7,500 - $9,999	9	1	8	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	1	1	0	0	0	0	0	0	0	0	0	0
$12,500 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 and over *et plus*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	20	8	12	1	0	1	0	0	0	1	1	0

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / *Formulaire* 4 Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:* BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector: / *Branche d'activité:* AIR TRNASPORT INDUSTRIES

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO

Reporting Period: / *Période de rapport:* 1989

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / *Cadres intermédiaires et autres cadres*	1	0	1	0	0	0	0	0	0	0	0	0
Professionals / *Professionnels*	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / *Semi-professionnels et techniciens*	56	55	1	1	1	0	1	1	0	0	0	0
Supervisors / *Surveillants*	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women / *Contremaîtres*	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers / *Employés de bureau*	9	5	4	2	1	1	1	0	1	0	0	0
Sales workers / *Employés du secteur de la vente*	17	5	12	3	1	2	0	0	0	0	0	0
Service workers / *Employés du secteur des services*	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	7	7	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	13	13	0	1	1	0	0	0	0	1	1	0
Other manual workers / *Autres travailleurs manuels*	15	15	0	4	4	0	2	2	0	2	2	0
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	119	101	18	11	8	3	4	3	1	3	3	0

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **4** Part B / Partie B

Name of Business / Nom de l'entreprise	Industrial Sector / Branche d'activité
BEARSKIN LAKE AIR SERVICE LTD.	AIR TRANSPORT INDUSTRIES

Location / Endroit

☐ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period / Période de rapport. 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	3	3	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers / Employés de bureau	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	17	2	15	2	0	2	0	0	0	0	0	0
Service workers / Employés du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	6	5	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	27	10	17	2	0	2	0	0	0	0	0	0

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business: / Nom de l'entreprise: BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector: / Branche d'activité: AIR TRANSPORT INDUSTRIES

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	24	23*	1	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	2	2	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers / Employés de bureau	4	2	2	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	0	0	0	0	0	0	0	0	0	0	0	0
Service workers / Employés du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	31	28	3	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	35	32	3	0	0	0	0	0	0	0	0	0

EMP 3569 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 5 Part B Partie B

Name of Business / Nom de l'entreprise: BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector / Branche d'activité: AIR TRANSPORT INDUSTRIES

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	N/A											
Middle or other managers / Cadres intermédiaires et autres cadres	N/A											
Professionals / Professionnels	N/A											
Semi-professionals and technicians / Semi-professionnels et techniciens	N/A											
Supervisors / Surveillants	N/A											
Foremen/women / Contremaîtres	N/A											
Clerical workers / Employés de bureau	N/A											
Sales workers / Employés du secteur de la vente	N/A											
Service workers / Employés du secteur des services	N/A											
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A											
Semi-skilled manual workers / Travailleurs manuels spécialisés	N/A											
Other manual workers / Autres travailleurs manuels	N/A											
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	N/A											
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	N/A											

IMP 1883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE. See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 6 Part A Partie A

Name of Business: Nom de l'entreprise: BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector: Branche d'activité: AIR TRANSPORT INDUSTRIES

Location-Endroit
☐ National (Canada) National (Canada)
☑ Province / Territory (specify) Province / territoire (préciser): ONTARIO

Reporting Period: Période de rapport: 19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	42	41	1	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women Contremaîtres	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers Employés de bureau	4	2	2	0	0	0	0	0	0	0	0	0
Sales workers Employés du secteur de la vente	14	2	12	2	1	1	0	0	0	0	0	0
Service workers Employés du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers Travailleurs qualifiés et artisans	9	9	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	15	15	0	3	3	0	2	2	0	2	2	0
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	85	70	15	5	4	1	2	2	0	2	2	0

IMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business / Nom de l'entreprise: BEARSKIN LAKE AIR SERVICE LTD.

Industrial Sector / Branche d'activité: AIR TRANSPORT INDUSTRIES

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): ONTARIO

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers / Employés de bureau	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	11	0	11	1	0	1	0	0	0	0	0	0
Service workers / Employés du secteur des services	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	6	4	2	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	19	6	13	1	0	1	0	0	0	1	1	0

LMP 3889 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Government Publications

5043
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



BOYD MOVING AND STORAGE LIMITED

5043

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	BOYD MOVING AND STORAGE LTD.	BOYD MOVING AND STORAGE LTD.
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 767 BELFAST ROAD OTTAWA, ONTARIO K1G 0Z4	MAILING ADDRESS P.O. BOX 9040 OTTAWA, ONTARIO K1G 3T8
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER WILLIAM MACKEIGAN	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY ELAINE ROBERTSON
POSITION	POSITION TITLE VICE PRESIDENT OF FINANCE	POSITION TITLE OFFICE MANAGER

AREA CODE: 613 — TELEPHONE NUMBER: 232 - 5325

REPORT SUMMARY

INDUSTRIAL SECTOR(S)

	NO. OF EMPLOYEES
INDUSTRIAL SECTOR 1: TRUCK TRANSPORT INDUSTRIES	113
INDUSTRIAL SECTOR 2	0
INDUSTRIAL SECTOR 3	0
INDUSTRIAL SECTOR 4	0

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	0	ONT.	113
EDMONTON	0	QUE.	0
HALIFAX	0	N.S.	0
MONTREAL	0	N.B.	0
REGINA	0	MAN.	0
TORONTO	0	B.C.	0
VANCOUVER	0	P.E.I.	0
WINNIPEG	0	SASK.	0
		ALTA.	0
		NFLD	0
		YKN	0
		N.W.T.	0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
84	2	2

TOTAL EMPLOYEES IN CANADA: 113

CERTIFICATION OF ACCURACY

I, (Name) W. W. McKEIGAN, HEREBY CERTIFY ON BEHALF OF (Name of Employer) Boyd Moving + Storage Ltd., THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE July 10/90 SIGNATURE

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	BOYD MOVING AND STORAGE LTD.	BOYD MOVING AND STORAGE LTD.
	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	MAILING ADDRESS
ADDRESS	767 BELFAST ROAD OTTAWA, ONTARIO K1G 0Z4	P.O. BOX 9040 OTTAWA, ONTARIO K1G 3T8
	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
OFFICERS	WILLIAM MACKEIGAN	ELAINE ROBERTSON
	POSITION TITLE	POSITION TITLE — AREA CODE TELEPHONE
POSITION	VICE PRESIDENT OF FINANCE	OFFICE MANAGER — 613 | 232 - 5

REPORT SUMMARY

		NO. OF EMPLOYEES
INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 1: TRUCK TRANSPORT INDUSTRIES	110
	INDUSTRIAL SECTOR 2	0
	INDUSTRIAL SECTOR 3	0
	INDUSTRIAL SECTOR 4	0

EMPLOYMENT STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
	84	1	25

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRI	
CALGARY	0	ONT.	
EDMONTON	0	QUE.	
HALIFAX	0	N.S.	
MONTREAL	0	N.B.	
REGINA	0	MAN.	
TORONTO	0	B.C.	
VANCOUVER	0	P.E.I.	
WINNIPEG	0	SASK.	
		ALTA.	
		NFLD	
		YKN	
		N.W.T.	
TOTAL EMPLOYEES IN CANADA			

CERTIFICATION OF ACCURACY

I, (Name) William MacKeigan HEREBY CERTIFY ON BEHALF OF (Name of Employer) Boyd Moving & Storage Ltd., THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

DATE June 21, 1990 SIGNATURE [signature]

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
	35000 - 39999	3	2	1	1				1		1			
		2												
		1	2	1	1									
Middle or other managers	50000 - 54999	4	3	3					1	1		1	1	
		3	2	2					1	1				
	27500 - 29999	2	2		2				2		2			
		1	1		1									
Professionals	35000 - 39999	4	1	1										
		3												
	0	2												
	0	1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors	30000 - 34999	4	1	1								1	1	
		3												
	22500 - 24999	2	1		1									
		1	1		1									
Foremen/women	40000 - 44999	4	1	1										
		3	1	1										
	15000 - 17499	2	2	1	1									
		1	3	3					1	1				

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRI | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorit		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	
Clerical workers	27500	4	3		3									
	29999	3												
	17500	2	4	1	3							1		
	19999	1	2		2									
Sales workers	70000 and over	4	1	1										
		3	2	2										
	17500	2												
	19999	1	2		2									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	40000	4	1	1										
	44999	3	2	2										
	15000	2	1	1					1	1				
	17499	1	1	1										
Semi-skilled manual workers	45000	4	5	5					1	1				
	49999	3	8	8					2	2				
	10000	2	5	5										
	12499	1	7	7										
Other manual workers	40000	4	3	3					1	1				
	44999	3	4	4					1	1				
	12500	2	5	5					1	1				
	14999	1	4	4										
TOTAL NUMBER OF EMPLOYEES			84	66	18				13	10	3	3	2	

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL/TERR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women	17500	4	1	1										
	19999	3												
	0	2												
	0	1												

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRI | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minoriti		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	W
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	C
Clerical workers	15000	4	1	1					1	1				
	17499	3												
	0	2												
	0	1												
Sales workers		4												
		3												
		2												
		1												
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			2	2					1	1				

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 060357 BOYD MOVING AND STORAGE L

Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify)

Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	4	4	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	4	4	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	6	3	3	0	0	0	0	0	0	0	0	0
$20,000-$22,499	9	6	3	0	0	0	1	1	0	1	0	1
$22,500-$24,999	3	2	1	0	0	0	1	1	0	0	0	0
$25,000-$27,499	11	8	3	0	0	0	1	1	0	0	0	0
$27,500-$29,999	7	3	4	0	0	0	0	0	0	0	0	0
$30,000-$34,999	12	12	0	0	0	0	3	3	0	1	1	0
$35,000-$39,999	7	4	3	0	0	0	2	0	2	0	0	0
$40,000-$49,999	12	12	0	0	0	0	3	3	0	0	0	0
$50,000-$69,999	5	5	0	0	0	0	1	1	0	1	1	0
$70,000 >	4	3	1	0	0	0	1	0	1	0	0	0
TOTAL NUMBER OF EMPLOYEES	84	66	18	0	0	0	13	10	3	3	2	1

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 060357 BOYD MOVING AND STORAGE L | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	0	0	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	1	1	0	0	0	0	1	1	0	0	0	0
$17,500-$19,999	1	1	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	2	2	0	0	0	0	1	1	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDU

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	4	0	0	0	0	1	1	0	1	1	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	1	2	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	5	4	1	0	0	0	0	0	0	1	1	0
Other manual workers	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	18	14	4	0	0	0	1	1	0	2	2	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part 8

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDU

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	1	0	0	0	0	1	1	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	1	0	0	0	0	1	1	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	1	1	0	0	0	1	0	1	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	3	2	1	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	12	8	4	0	0	0	1	0	1	0	0	0
TOTAL NUMBER OF PROMOTIONS	12	8	4	0	0	0	1	0	1	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED Form 5 Part B

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational group to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	1	1	0	0	0	2	1	1	0	0	0
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	7	6	1	0	0	0	0	0	0	1	1	0
Other manual workers	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	15	13	2	0	0	0	2	1	1	1	1	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 060357 BOYD MOVING AND STOR | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0	0	0	0

Government Publications

5045

CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

LIBRARY
NOV 26 1990
University of Toronto

BRADLEY AIR SERVICES LIMITED

5045

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	BRADLEY AIR SERVICES LIMITED	BRADLEY AIR SERVICES LIMITED
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS CARP AIRPORT CARP, ON K0A 1L0	MAILING ADDRESS CARP AIRPORT CARP, ON K0A 1L0
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER JOHN JAMIESON	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY BILL CAMPBELL
POSITION	POSITION TITLE PRESIDENT	POSITION TITLE / AREA CODE / TELEPHONE NUMBER CONTROLLER / 613 / 839 - 3340

REPORT SUMMARY

INDUSTRIAL SECTOR(S)

	NO. OF EMPLOYEES
INDUSTRIAL SECTOR 1: AIR TRANSPORT INDUSTRIES.	683
INDUSTRIAL SECTOR 2	0
INDUSTRIAL SECTOR 3	0
INDUSTRIAL SECTOR 4	0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
558	11	31

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	0	ONT.	594
EDMONTON	0	QUE.	1
HALIFAX	0	N.S.	0
MONTREAL	0	N.B.	0
REGINA	0	MAN.	0
TORONTO	0	P.E.I.	0
VANCOUVER	0	SASK.	0
WINNIPEG	0	ALTA.	0
		NFLD	0
		YKN	0
		N.W.T.	88
TOTAL EMPLOYEES IN CANADA			683

CERTIFICATION OF ACCURACY

I, (Name) **JOHN JAMIESON**, HEREBY CERTIFY ON BEHALF OF (Name of Employer) **BRADLEY AIR SERVICES LIMITED**, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE **JULY 16, 1990**

SIGNATURE Bill Campbell for John Jamieson

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	BRADLEY AIR SERVICES LIMITED	BRADLEY AIR SERVICES LIMITED
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS CARP AIRPORT CARP, ON K0A 1L0	MAILING ADDRESS CARP AIRPORT CARP, ON K0A 1L0
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER JOHN JAMIESON	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY BILL CAMPBELL
POSITION	POSITION TITLE PRESIDENT	POSITION TITLE CONTROLLER
		AREA CODE TELEPHONE NUMBER 613 839 - 3340

REPORT SUMMARY

INDUSTRIAL SECTOR(S)

	NO. OF EMPLOYEES
INDUSTRIAL SECTOR 1: AIR TRANSPORT INDUSTRIES.	684
INDUSTRIAL SECTOR 2	0
INDUSTRIAL SECTOR 3	0
INDUSTRIAL SECTOR 4	0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
559	11	31

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	0	ONT.	595
EDMONTON	0	QUE.	1
HALIFAX	0	N.S.	0
MONTREAL	0	N.B.	0
REGINA	0	MAN.	0
TORONTO	0	B.C.	0
VANCOUVER	0	P.E.I.	0
WINNIPEG	0	SASK.	0
		ALTA.	0
		NFLD	0
		YKN	0
		N.W.T.	88
TOTAL EMPLOYEES IN CANADA			684

CERTIFICATION OF ACCURACY

I, (Name) JOHN JAMIESON, HEREBY CERTIFY ON BEHALF OF (Name of Employer) BRADLEY AIR SERVICES LIMITED, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE JULY 06, 1990

SIGNATURE Brian Hall · V.P. Finance.

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005045 BRADLEY AIR SERVICES Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAR/TAR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1											
		3												
	27500	2	5	4	1									
	29999	1	4	3	1									
Middle or other managers	60000	4	8	8										
	64999	3	6	6		1	1					1	1	
	15000	2	6	6										
	17499	1	4	3	1									
Professionals	45000	4	1		1									
	49999	3												
	15000	2	1	1										
	17499	1	3		3									
Semi-professionals and technicians	70000 and over	4	11	11								1	1	
		3	24	24		1	1							
	5000	2	24	24								1	1	
	7499	1	42	38	4							3	1	2
Supervisors	35000	4	3	1	2									
	39999	3	4	1	3									
	12500	2	5	1	4									
	14999	1	3	1	2									
Foremen/women	60000	4	2	2										
	64999	3	7	7								2	2	
	25000	2	6	6								2	2	
	27499	1	2	2										

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	OUTPUT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	9	7	2									
	34999	3	15	8	7	2	2					1	1	
	7500	2	68	32	36	2	1	1				3	3	
	9999	1	36	13	23	2	2		1	1				
Sales workers	45000	4	5	5										
	49999	3	1	1										
	12500	2	2		2									
	14999	1	9		9									
Service workers	27500	4	8	2	6									
	29999	3	9	4	5	1		1						
	10000	2	24	8	16	1		1						
	12499	1	12	2	10	1		1						
Skilled crafts and trades workers	50000	4	18	18								2	2	
	54999	3	29	29								7	7	
	7500	2	60	58	2							15	14	1
	9999	1	54	50	4							18	17	1
Semi-skilled manual workers	27500	4	1	1										
	29999	3	4	4										
	10000	2	13	13										
	12499	1	4	4										
Other manual workers	25000	4	1	1										
	27499	3	2	2										
	12500	2												
	14999	1	2	2										
TOTAL NUMBER OF EMPLOYEES			558	414	144	11	7	4	1	1		56	52	4

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005045 BRADLEY AIR SERVICES Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAR TILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	50020	4	1	1										
	54999	3												
	0	2												
	0	1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL/RANK	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	10000	4	1		1									
	12499	3												
	5000	2												
	7499	1	1		1									
Sales workers	17500	4	1		1									
	19999	3												
	0	2												
	0	1												
Service workers	15000	4	1		1									
	17499	3												
	10000	2												
	12499	1	1		1									
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	15000	4	3	3								1	1	
	17499	3												
	2500	2												
	4999	1	1	1										
Other manual workers	10000	4	1	1										
	12499	3												
	0	2												
	0	1												
TOTAL NUMBER OF EMPLOYEES			11	6	5							1	1	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005045 BRADLEY AIR SERVICES LIMI — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	4	3	1	1	1	0	0	0	0	1	1	0
$10,000-$14,999	88	45	43	3	1	2	1	1	0	9	8	1
$15,000-$17,499	81	46	35	1	0	1	0	0	0	7	6	1
$17,500-$19,999	88	62	26	2	1	1	0	0	0	10	8	2
$20,000-$22,499	52	38	14	0	0	0	0	0	0	5	5	0
$22,500-$24,999	31	23	8	2	2	0	0	0	0	1	1	0
$25,000-$27,499	37	28	9	0	0	0	0	0	0	4	4	0
$27,500-$29,999	17	16	1	0	0	0	0	0	0	3	3	0
$30,000-$34,999	27	24	3	0	0	0	0	0	0	4	4	0
$35,000-$39,999	22	21	1	0	0	0	0	0	0	2	2	0
$40,000-$49,999	57	55	2	1	1	0	0	0	0	9	9	0
$50,000-$69,999	36	36	0	1	1	0	0	0	0	0	0	0
$70,000 >	18	17	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	558	414	144	11	7	4	1	1	0	56	52	4

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005045 BRADLEY AIR SERVICES LIMI | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	1	1	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	1	0	1	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	3	1	2	0	0	0	0	0	0	0	0	0
$12,500-$14,999	1	1	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	3	2	1	0	0	0	0	0	0	1	1	0
$17,500-$19,999	1	0	1	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	11	6	5	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005045 BRADLEY AIR SERVICES — Industrial Sector: 451 AIR TRANSPORT INDUST

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	3	3	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	5	0	0	0	0	0	0	0	0	0	0
Professionals	2	0	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	24	24	0	0	0	0	0	0	0	1	1	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	81	46	35	7	4	3	0	0	0	0	0	0
Sales workers	18	3	15	0	0	0	0	0	0	1	0	1
Service workers	35	10	25	1	0	1	0	0	0	0	0	0
Skilled crafts and trades workers	102	97	5	0	0	0	0	0	0	35	34	1
Semi-skilled manual workers	47	46	1	0	0	0	0	0	0	0	0	0
Other manual workers	4	3	1	0	0	0	0	0	0	3	2	1
TOTAL NUMBER OF EMPLOYEES HIRED	321	237	84	8	4	4	0	0	0	40	37	3

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUST

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	4	4	0	0	0	0	0	0	0	1	1	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	7	5	2	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005045 BRADLEY AIR SERVICES — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada — PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of business: [illegible] — Province/Territory (specify): [illegible] — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES — Reporting Period: 1989

OCCUPATIONAL GROUPS	Total All Employees			Total Aboriginal Peoples			Total Persons with Disabilities			Total Visible Minorities		
	Number	Men	Women	Number	Men	Women	Number	Men	Women	Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	4	2	2	0	0	0	0	0	0	0	0	0
Middle or other managers	5	5	0	1	1	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	31	31	0	0	0	0	0	0	0	1	1	0
Supervisors	5	1	4	0	0	0	0	0	0	0	0	0
Foremen/women	5	4	1	0	0	0	0	0	0	1	1	0
Clerical workers	65	38	27	5	2	3	0	0	0	1	1	0
Sales workers	33	5	28	0	0	0	0	0	0	2	0	2
Service workers	42	13	29	1	0	1	0	0	0	0	0	0
Skilled crafts and trades workers	84	83	1	0	0	0	0	0	0	31	30	1
Semi-skilled manual workers	72	69	3	0	0	0	0	0	0	1	1	0
Other manual workers	7	5	2	0	0	0	0	0	0	6	4	2
TOTAL NUMBER OF EMPLOYEES TERMINATED	353	256	97	7	3	4	0	0	0	43	38	5

PERMANENT PART-TIME EMPLOYEES TERMINATED Form 6 Part B

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	1	1	0	0	0	0	0	0	1	0	1
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	6	3	3	0	0	0	0	0	0	1	0	1

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL/TRAIN	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
		3												
	27500	2	5	4	1									
	29999	1	4	3	1									
Middle or other managers	60000	4	7	7										
	64999	3	5	5		1	1					1	1	
	15000	2	2	2										
	17499	1	1	1										
Professionals	45000	4	1		1									
	49999	3												
	15000	2	1	1										
	17499	1	3		3									
Semi-professionals and technicians	70000 and over	4	11	11								1	1	
		3	16	16										
	5000	2	21	21								1	1	
	7499	1	35	31	4							3	1	2
Supervisors	35000	4	3	1	2									
	39999	3	4	1	3									
	12500	2	4	1	3									
	14999	1	3	1	2									
Foremen/women	60000	4	2	2										
	64999	3	7	7								2	2	
	25000	2	6	6								2	2	
	27499	1	2	2										

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL/RET	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	7	5	2									
	34999	3	10	3	7							1	1	
	7500	2	47	15	32							3	3	
	9999	1	24	5	19				1	1				
Sales workers	45000	4	5	5										
	49999	3	1	1										
	12500	2	2		2									
	14999	1	9		9									
Service workers	27500	4	8	2	6									
	29999	3	7	3	4									
	10000	2	22	6	16	1		1						
	12499	1	12	2	10	1		1						
Skilled crafts and trades workers	50000	4	18	18								2	2	
	54999	3	29	29								7	7	
	7500	2	60	58	2							15	14	1
	9999	1	54	50	4							18	17	1
Semi-skilled manual workers	27500	4	1	1										
	29999	3	4	4										
	10000	2	13	13										
	12499	1	4	4										
Other manual workers	25000	4	1	1										
	27499	3	2	2										
	12500	2												
	14999	1	2	2										
TOTAL NUMBER OF EMPLOYEES			486	353	133	3	1	2	1	1		56	52	4

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAR TILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	50000	4	1	1										
	54999	3												
	0	2												
	0	1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL/RANK/TYPE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	5000	4	1		1									
	7499	3												
	0	2												
	0	1												
Sales workers	17500	4	1		1									
	19999	3												
	0	2												
	0	1												
Service workers	15000	4	1		1									
	17499	3												
	10000	2												
	12499	1	1		1									
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers	15000	4	3	3								1	1	
	17499	3												
	2500	2												
	4999	1	1	1										
Other manual workers	10000	4	1	1										
	12499	3												
	0	2												
	0	1												
TOTAL NUMBER OF EMPLOYEES			10	6	4							1	1	

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005045 BRADLEY AIR SERVICES LIMI | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	3	2	1	0	0	0	0	0	0	1	1	0
$10,000-$14,999	77	38	39	2	0	2	1	1	0	9	8	1
$15,000-$17,499	75	41	34	0	0	0	0	0	0	7	6	1
$17,500-$19,999	65	43	22	0	0	0	0	0	0	10	8	2
$20,000-$22,499	45	32	13	0	0	0	0	0	0	5	5	0
$22,500-$24,999	26	19	7	0	0	0	0	0	0	1	1	0
$25,000-$27,499	35	26	9	0	0	0	0	0	0	4	4	0
$27,500-$29,999	15	14	1	0	0	0	0	0	0	3	3	0
$30,000-$34,999	25	22	3	0	0	0	0	0	0	4	4	0
$35,000-$39,999	21	20	1	0	0	0	0	0	0	2	2	0
$40,000-$49,999	53	51	2	1	1	0	0	0	0	9	9	0
$50,000-$69,999	28	28	0	0	0	0	0	0	0	0	0	0
$70,000 >	18	17	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	486	353	133	3	1	2	1	1	0	56	52	4

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005045 BRADLEY AIR SERVICES LIMI | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	1	1	0	0	0	0	0	0	0	0	0	0
$5,000-$7,499	1	0	1	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	2	1	1	0	0	0	0	0	0	0	0	0
$12,500-$14,999	1	1	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	3	2	1	0	0	0	0	0	0	1	1	0
$17,500-$19,999	1	0	1	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	10	6	4	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUST

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	3	3	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	4	0	0	0	0	0	0	0	0	0	0
Professionals	2	0	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	19	19	0	0	0	0	0	0	0	1	1	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	40	12	28	1	0	1	0	0	0	0	0	0
Sales workers	18	3	15	0	0	0	0	0	0	1	0	1
Service workers	32	7	25	1	0	1	0	0	0	0	0	0
Skilled crafts and trades workers	102	97	5	0	0	0	0	0	0	35	34	1
Semi-skilled manual workers	47	46	1	0	0	0	0	0	0	0	0	0
Other manual workers	4	3	1	0	0	0	0	0	0	3	2	1
TOTAL NUMBER OF EMPLOYEES HIRED	271	194	77	2	0	2	0	0	0	40	37	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUST

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	4	4	0	0	0	0	0	0	0	1	1	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	7	5	2	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 12 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005045 BRADLEY AIR SERVICES | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005045 BRADLEY AIR SERVICES — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	4	2	2	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	22	22	0	0	0	0	0	0	0	1	1	0
Supervisors	4	1	3	0	0	0	0	0	0	0	0	0
Foremen/women	5	4	1	0	0	0	0	0	0	1	1	0
Clerical workers	34	11	23	1	0	1	0	0	0	1	1	0
Sales workers	33	5	28	0	0	0	0	0	0	2	0	2
Service workers	36	9	27	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	84	83	1	0	0	0	0	0	0	31	30	1
Semi-skilled manual workers	72	69	3	0	0	0	0	0	0	1	1	0
Other manual workers	7	5	2	0	0	0	0	0	0	6	4	2
TOTAL NUMBER OF EMPLOYEES TERMINATED	303	213	90	1	0	1	0	0	0	43	38	5

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005045 BRADLEY AIR SERVICES — Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	1	1	0	0	0	0	0	0	1	0	1
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	6	3	3	0	0	0	0	0	0	1	0	1

Government
Publications

5046

CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**BRITISH AIRWAYS
PLC**

5046

Canada

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

IDENTIFICATION

NAME OF EMPLOYER	FULL LEGAL NAME BRITISH AIRWAYS PLC	COMMON OR BUSINESS NAME BRITISH AIRWAYS
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 100 - 4120 YONGE STREET NORTH YORK, ONTARIO M2P 2B8	MAILING ADDRESS 100 - 4120 YONGE STREET NORTH YORK, ONTARIO M2P 2B8
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER SIR COLIN MARSHALL	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY CATHERINE LEGAULT
POSITION	POSITION TITLE CHIEF EXECUTIVE	POSITION TITLE / AREA CODE / TELEPHONE NUMBER HUMAN RESOURCES ASSISTANT / 416 / 250 - 2011

REPORT SUMMARY

INDUSTRIAL SECTOR(S)

INDUSTRIAL SECTOR 1 AIR TRANSPORT INDUSTRIES.	NO. OF EMPLOYEES 200
INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES 0
INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES 0
INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES 0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
184	9	0

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	0	ONT.	167
EDMONTON	0	QUE.	22
HALIFAX	0	N.S.	0
MONTREAL	22	N.B.	0
REGINA	0	MAN.	0
TORONTO	165	B.C.	11
VANCOUVER	11	P.E.I.	0
WINNIPEG	0	SASK.	0
		ALTA.	0
		NFLD	0
		YKN	0
		N.W.T.	0
TOTAL EMPLOYEES IN CANADA			200

CERTIFICATION OF ACCURACY

I, (Name) John A. Moreau, HEREBY CERTIFY ON BEHALF OF (Name of Employer) British Airways, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE May 17, 1990

SIGNATURE John A. Moreau

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

FORM 1

IDENTIFICATION

NAME OF EMPLOYER

FULL LEGAL NAME: BRITISH AIRWAYS PLC

COMMON OR BUSINESS NAME: BRITISH AIRWAYS

ADDRESS

ADDRESS OF PRINCIPAL PLACE OF BUSINESS: 100 - 4120 YONGE STREET, NORTH YORK, ONTARIO M2P 2B8

MAILING ADDRESS: 100 - 4120 YONGE STREET, NORTH YORK, ONTARIO M2P 2B8

OFFICERS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER: SIR COLIN MARSHALL

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY: CATHERINE LEGAULT

POSITION

POSITION TITLE: CHIEF EXECUTIVE

POSITION TITLE: HUMAN RESOURCES ASSISTANT

AREA CODE: 416 TELEPHONE NUMBER: 250 - 2011

REPORT SUMMARY

INDUSTRIAL SECTOR(S)

INDUSTRIAL SECTOR 1: AIR TRANSPORT INDUSTRIES.	NO. OF EMPLOYEES: 200
INDUSTRIAL SECTOR 2	NO. OF EMPLOYEES: 0
INDUSTRIAL SECTOR 3	NO. OF EMPLOYEES: 0
INDUSTRIAL SECTOR 4	NO. OF EMPLOYEES: 0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF PERMANENT FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES
184	9	0

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	0	ONT.	167
EDMONTON	0	QUE.	22
HALIFAX	0	N.S.	0
MONTREAL	22	N.B.	0
REGINA	0	MAN.	0
TORONTO	165	B.C.	11
VANCOUVER	11	P.E.I.	0
WINNIPEG	0	SASK.	0
		ALTA.	0
		NFLD	0
		YKN	0
		N.W.T.	0

TOTAL EMPLOYEES IN CANADA: 200

CERTIFICATION OF ACCURACY

I, (Name) John Moreau, (Name of Employer) British Airways Plc, HEREBY CERTIFY ON BEHALF OF THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CORPORATE SEAL

DATE May 17, 1990

SIGNATURE John H. Moreau

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	3	3										
		3	3		3									
	30000	2												
	34999	1	1	1										
Middle or other managers	70000 and over	4	2	2								1	1	
		3	5	4	1									
	50000	2	1	1										
	54999	1	1	1										
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	45000	4	1	1										
	49999	3												
	0	2												
	0	1												
Supervisors	50000	4	5	2	3							1	1	
	54999	3	8	3	5									
	30000	2	6	2	4				1		1	1		1
	34999	1	3		3									
Foremen/women	55000	4	2	2										
	59999	3	4	4										
	40000	2	1	1								1	1	
	44999	1	4	4										

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	40000	4	24	17	7									
	44999	3	7	1	6									
	5000	2												
	7499	1	3		3									
Sales workers	55000	4	13	9	4							2	1	1
	59999	3	56	15	41				1		1	5	2	3
	2500	2	21	4	17							4	1	3
	4999	1	10	1	9							2		2
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			184	78	106				2		2	17	7	10

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUARTILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUARTILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4												
		3												
		2												
		1												
Sales workers	30000	4	2		2									
	34999	3	4		4									
	2500	2	2		2							1		1
	4999	1	1		1							1		1
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			9		9							2		2

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	5	1	4	0	0	0	0	0	0	0	0	0
$10,000-$14,999	2	0	2	0	0	0	0	0	0	1	0	1
$15,000-$17,499	6	0	6	0	0	0	0	0	0	1	0	1
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$22,499	2	0	2	0	0	0	0	0	0	1	0	1
$22,500-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$27,499	18	4	14	0	0	0	0	0	0	2	1	1
$27,500-$29,999	3	1	2	0	0	0	0	0	0	1	0	1
$30,000-$34,999	21	5	16	0	0	0	1	0	1	2	0	2
$35,000-$39,999	63	29	34	0	0	0	1	0	1	4	2	2
$40,000-$49,999	36	16	20	0	0	0	0	0	0	3	2	1
$50,000-$69,999	24	18	6	0	0	0	0	0	0	2	2	0
$70,000 >	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	184	78	106	0	0	0	2	0	2	17	7	10

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	1	0	1	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	0	0	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	2	0	2	0	0	0	0	0	0	1	0	1
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	4	0	4	0	0	0	0	0	0	1	0	1
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	2	0	2	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	9	0	9	0	0	0	0	0	0	2	0	2

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUST

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	0	4	0	0	0	0	0	0	0	0	0
Sales workers	12	1	11	0	0	0	0	0	0	2	0	2
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	17	2	15	0	0	0	0	0	0	2	0	2

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUST

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	0	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	1	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	4	0	4	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	9	2	7	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	9	2	7	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	1	3	0	0	0	0	0	0	0	0	0
Sales workers	13	2	11	0	0	0	1	1	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	20	6	14	0	0	0	1	1	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	1	0	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	3	3										
		3	3		3									
	30000	2												
	34999	1	1	1										
Middle or other managers	70000 and over	4	1	1										
		3	1	1										
	55000	2	2	1	1									
	59999	1	1	1										
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	45000	4	1	1										
	49999	3												
	0	2												
	0	1												
Supervisors	50000	4	4	2	2							1	1	
	54999	3	7	2	5									
	30000	2	6	2	4									
	34999	1	3		3				1		1	1		1
Foremen/women	50000	4	4	4										
	54999	3	1	1										
	40000	2												
	44999	1	3	3								1	1	

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	40000	4	17	12	5									
	44999	3	6	1	5									
	5000	2												
	7499	1	3		3									
Sales workers	50000	4	8	3	5									
	54999	3	47	14	33				1		1	5	2	3
	2500	2	21	4	17							4	1	3
	4999	1	10	1	9							2		2
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			153	58	95				2		2	14	5	9

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4												
		3												
		2												
		1												
Sales workers	30000	4	2		2									
	34999	3	4		4							1		1
	2500	2	2		2							1		1
	4999	1	1		1									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			9		9							2		2

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	5	1	4	0	0	0	0	0	0	0	0	0
$10,000-$14,999	2	0	2	0	0	0	0	0	0	1	0	1
$15,000-$17,499	6	0	6	0	0	0	0	0	0	1	0	1
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$22,499	2	0	2	0	0	0	0	0	0	1	0	1
$22,500-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$27,499	18	4	14	0	0	0	0	0	0	2	1	1
$27,500-$29,999	3	1	2	0	0	0	0	0	0	1	0	1
$30,000-$34,999	19	5	14	0	0	0	1	0	1	2	0	2
$35,000-$39,999	53	24	29	0	0	0	1	0	1	4	2	2
$40,000-$49,999	24	8	16	0	0	0	0	0	0	1	1	0
$50,000-$69,999	17	11	6	0	0	0	0	0	0	1	1	0
$70,000 >	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	153	58	95	0	0	0	2	0	2	14	5	9

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500-$4,999	1	0	1	0	0	0	0	0	0	0	0	0
$5,000-$7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500-$9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$12,499	0	0	0	0	0	0	0	0	0	0	0	0
$12,500-$14,999	2	0	2	0	0	0	0	0	0	0	0	0
$15,000-$17,499	0	0	0	0	0	0	0	0	0	1	0	1
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	4	0	4	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	1	0	1
$30,000-$39,999	2	0	2	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	9	0	9	0	0	0	0	0	0	2	0	2

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUST

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	0	4	0	0	0	0	0	0	0	0	0
Sales workers	12	1	11	0	0	0	0	0	0	2	0	2
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	17	2	15	0	0	0	0	0	0	2	0	2

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUST

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	0	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	0	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	3	0	3	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	7	1	6	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	7	1	6	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	.0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	1	3	0	0	0	0	0	0	0	0	0
Sales workers	12	1	11	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	18	4	14	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part B

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	1	0	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	3	3										
		3	3		3									
	30000 34999	2												
		1	1	1										
Middle or other managers	70000 and over	4	1	1										
		3	1	1										
	55000 59999	2	2	1	1									
		1	1	1										
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	45000 49999	4	1	1										
		3												
	0 0	2												
		1												
Supervisors	50000 54999	4	4	2	2							1	1	
		3	7	2	5									
	30000 34999	2	6	2	4									
		1	3		3				1		1	1		1
Foremen/women	50000 54999	4	4	4										
		3	1	1										
	40000 44999	2												
		1	3	3								1	1	

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	40000	4	17	12	5									
	44999	3	6	1	5									
	5000	2												
	7499	1	3		3									
Sales workers	50000	4	7	3	4									
	54999	3	47	14	33				1		1	5	2	3
	2500	2	21	4	17							4	1	3
	4999	1	10	1	9							2		2
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			152	58	94				2		2	14	5	9

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUARTILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005046 BRITISH AIRWAYS PLC | Industrial Sector: 451 AIR TRANSPORT INDUSTRIES | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4												
		3												
		2												
		1												
Sales workers	30000	4	2		2									
	34999	3	4		4							1		1
	25000	2	2		2							1		1
	4999	1	1		1									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers		4												
		3												
		2												
		1												
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			9		9							2		2

Government Publications

5050
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CFPL BROADCASTING LIMITED

5050

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

EQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
① CFPL Broadcasting Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
② CFPL Broadcasting Limited

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
③ 1 Communications Road London, Ontario N6A 4H9

MAILING ADDRESS - ADRESSE POSTALE
④ P.O. Box 2880, London, Ontario N6A 4H9

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
⑤ Robert V. Elsden

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
⑦ Colleen Jones

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
⑥ President

POSITION TITLE - TITRE OU FONCTION
⑧ Manager Planning & Development

AREA CODE / IND. RÉG. — TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
⑨ 5 1 9 6 8 6 - 8 8 1 1

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

	NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
⑩ INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: Telecommunications / Broadcasting	276
⑪ INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	
⑫ INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	
⑬ INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
235	41	0

GEOGRAPHICAL AREAS / SECTEURS GÉOGRAPHIQUES

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA) / (INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C M As / R M R DÉSIGNÉES		⑱ PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
CALGARY		ONT - ONT	276
EDMONTON		QUE - Qc	
HALIFAX		N S - N - É	
MONTREAL		N B - N - B	
REGINA		MAN - MAN	
TORONTO		B C - C - B	
VANCOUVER		P E I - I - P - É	
WINNIPEG		SASK - SASK	
		ALTA - ALB	
		NFLD - T - N	
		YUK - Yuk	
		N W T - T N - O	
⑲ TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA			276

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) R. V. Elsden, HEREBY CERTIFY ON BEHALF OF (Name of employer) CFPL Broadcasting Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE 15/OC/90 SIGNATURE - SIGNATURE _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 384 (9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

(1) FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*: CFPL Broadcasting Limited

(2) COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*: CFPL Broadcasting Limited

ADDRESS / *ADRESSE*

(3) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*: 1 Communications Road London, Ontario N6A 4H9

(4) MAILING ADDRESS - *ADRESSE POSTALE*: P.O. Box 2880, London, Ontario N6A 4H9

OFFICERS / AGENTS

(5) NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*: Robert V. Elsden

(7) NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*: Colleen Jones

POSITION / *FONCTION*

(6) POSITION TITLE - *TITRE OU FONCTION*: President

(8) POSITION TITLE - *TITRE OU FONCTION*: Manager Planning & Development

(9) AREA CODE / *IND. RÉG.*: 519 — TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*: 686-8810

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / *BRANCHE(S) D'ACTIVITÉ*

(10) INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*: Telecommunications / Broadcasting — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*: 276

(11) INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*: — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

(12) INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*: — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

(13) INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*: — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

EMPLOYMENT STATUS CATEGORIES / *CATEGORIES DE SALARIÉS*

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
235	41	

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED CMAs / *RMR DÉSIGNÉES*

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT. - *ONT*	276
QUE. - *Qc*	
N.S. - *N-É*	
N.B. - *N-B*	
MAN. - *MAN*	
B.C. - *C-B*	
P.E.I. - *I-P-É*	
SASK. - *SASK*	
ALTA. - *ALB*	
NFLD. - *T-N*	
YUK. - *Yuk.*	
N.W.T. - *T.N.-O*	

(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*: 276

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

(20) I, (Name) R. V. Elsden, HEREBY CERTIFY ON BEHALF OF (Name of employer) CFPL Broadcasting Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - *DATE* MAY 16/1990 — SIGNATURE - *SIGNATURE* _____

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

EMP 384/(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **2** Part A, Partie A, Page 1

Name of Business: / Nom de l'entreprise: CFPL Broadcasting Limited

Industrial Sector: / Branche d'activité: Telecommunications / Broadcasting

Reporting Period: / Période de rapport: 19 89

Location / Endroit

☒ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	70,000 +	4	1	1										
		3	1	1										
	70,000 +	2												
		1	1	1	1									
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 +	4	1	1										
		3	1	1										
	50,000	2	2	2										
	54,999	1	11	10	1									
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens	55,000	4	13	12	1									
	59,999	3	66	56	10				2	2		1	1	
	15,000	2	55	43	12				1		1			
	17,499	1	36	19	17									
Supervisors / Surveillants	65,000	4	1	1										
	69,999	3	5	5										
	30,000	2	3	2	1									
	34,999	1	2	1	1									
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

LMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	30,000 - 34,999	4	4		4									
		3	4		4									
	15,000 - 17,499	2	6		6									
		1	6	1	5									
Sales workers *Employes du secteur de la vente*	70,000 +	4	4	2	2									
		3	2	1	1									
	30,000 - 34,999	2	4	3	1									
		1	4	2	2									
Service workers *Employes du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	35,000 - 39,999	4	1	1										
		3												
	30,000 - 34,999	2												
		1	1	1										
Semi-skilled manual workers *Travailleurs manuels specialises*		4												
		3												
		2												
		1												
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			235	167	68				3	2	1	1	1	

IMP 1871 (9-86) P 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business / Nom de l'entreprise	Industrial Sector / Branche d'activité	Reporting Period / Période de rapport
CFPL Broadcasting Limited	Telecommunications/Broadcasting	1989

Location-Endroit

☒ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario ☐ Designated CMA (specify) / RMR désignée (préciser)

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens	22,500	4	5	2	3									
	24,999	3	11	4	7									
	Ø	2	12	7	5									
	2,499	1	10	7	3									
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

IMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	20,000 22,499	4	1		1									
		3												
	2,500 4,999	2												
		1	2		2									
Sales workers *Employes du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employes du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*		4												
		3												
		2												
		1												
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			41	20	21									

EMP 1886 (9 86) E 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 représente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business / Nom de l'entreprise: CFPL Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications / Broadcasting

Location-Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (preciser): Ontario

Reporting Period / Période de rapport: 1989

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000												
$10,000 - $14,999												
$15,000 - $17,499	5	1	4									
$17,500 - $19,999	8	5	3									
$20,000 - $22,499	17	6	11									
$22,500 - $24,999	9	3	6									
$25,000 - $27,499	18	6	12									
$27,500 - $29,999	16	11	5				1		1			
$30,000 - $34,999	30	22	8									
$35,000 - $39,999	45	40	5				1	1				
$40,000 - $49,999	44	36	8				1	1		1	1	
$50,000 - $69,999	30	26	4									
$70,000 and over / et plus	13	11	2									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	235	167	68				3	2	1	1	1	

EMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business / Nom de l'entreprise: CFPL Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications / Broadcasting

Location / Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	1	1										
$2,500 - $4,999	3	2	1									
$5,000 - $7,499	6	3	3									
$7,500 - $9,999	9	6	3									
$10,000 - $12,499	5	2	3									
$12,500 - $14,999	2	-	2									
$15,000 - $17,499	7	4	3									
$17,500 - $19,999	3	-	3									
$20,000 - $24,999	4	1	3									
$25,000 - $29,999	1	1										
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	41	20	21									

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
*RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

NOTE See instructions
NOTA Voir instructions

Form / *Formulaire* 4 Part A / *Partie A*

Name of Business / *Nom de l'entreprise*: CFPL Broadcasting Limited

Industrial Sector / *Branche d'activité*: Telecommunications / Broadcasting

Location / *Endroit*: [X] National (Canada) / *National (Canada)* [X] Province / Territory (specify) / *Province / territoire (préciser)* Ontario

Reporting Period / *Période de rapport*: 19 89

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*	1	1										
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi professionnels et techniciens*	7	2	5									
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	2		2									
Sales workers / *Employés du secteur de la vente*	2	1	1									
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	1	1										
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	13	5	8									

EMP 3870 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **4** Part B *Partie B*

Name of Business
Nom de l'entreprise
CFPL Broadcasting Limited

Industrial Sector
Branche d'activité
Telecommunications / Broadcasting

Location-*Endroit*
☒ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period
Période de rapport 1989

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*	23	11	12									
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	1		1									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED ***NOMBRE TOTAL DE RECRUTEMENTS***	24	11	13									

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **5** Part A *Partie A*

Name of Business / *Nom de l'entreprise*	Industrial Sector / *Branche d'activité*
CFPL Broadcasting Limited	Telecommunications / Broadcasting

Location-*Endroit*: [X] National (Canada) / *National (Canada)* [X] Province / Territory (specify) / *Province / territoire (préciser)* Ontario

Reporting Period / *Période de rapport*: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salaries promus (les salaries promus au cours de l'annee doivent etre inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle ils ont ete promus en dernier)

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*	12	7	5									
Supervisors / *Surveillants*	2	1	1									
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*												
Sales workers / *Employés du secteur de la vente*	1		1									
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED / ***NOMBRE TOTAL DE SALARIÉS PROMUS***	15	8	7									
TOTAL NUMBER OF PROMOTIONS / ***NOMBRE TOTAL D'AVANCEMENTS***	15	8	7									

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business / Nom de l'entreprise: CFPL Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications / Broadcasting

Location / Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salaries promus (les salaries promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle a laquelle ou à l'interieur de laquelle ils ont eté promus en dernier)											
	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres superieurs												
Middle or other managers / Cadres intermediaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	1		1									
Supervisors / Surveillants												
Foremen/women / Contremaitres												
Clerical workers / Employes de bureau												
Sales workers / Employes du secteur de la vente												
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifies et artisans												
Semi-skilled manual workers / Travailleurs manuels specialises												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIES PROMUS	1		1									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	1		1									

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **6** Part A / Partie A

Name of Business / Nom de l'entreprise: CFPL Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications / Broadcasting

Location-Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	9	6	3									
Supervisors / Surveillants	1	1										
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente	1		1									
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1										
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	12	8	4									

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **6** Part B / Partie B

Name of Business / Nom de l'entreprise: CFPL Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications / Broadcasting

Location / Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi professionnels et techniciens	7	4	3									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1		1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	8	4	4									

EMP 3889 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Publicat

5051

CA 1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CFTO-TV LIMITED

5051

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
① CFTO-TV Limited

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
② CFTO-TV Limited

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
③ 9 Channel Nine Court, Scarborough, Ontario M4A 2M9

MAILING ADDRESS - *ADRESSE POSTALE*
④ 9 Channel Nine Court, Scarborough, Ontario M4A 2M9

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
⑤ Douglas G. Bassett

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
⑦ Robin A. Fillingham

POSITION / FONCTION

POSITION TITLE - *TITRE OU FONCTION*
⑥ President and Chief Executive Officer

POSITION TITLE - *TITRE OU FONCTION*
⑧ Senior Vice President, Chief Financial Officer & Secretary

⑨ AREA CODE / *IND. RÉG.* 4 1 6 — TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE* 2 9 9 2 3 1 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1* ⑩	Telecommunications Broadcasting	380
INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2* ⑪		
INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3* ⑫		
INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4* ⑬		

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	⑯ NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
345	2	8

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C M As / *R M R DÉSIGNÉES*		⑱ PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*	
CALGARY		ONT.-ONT	380
EDMONTON		QUE.-QC	
HALIFAX		N.S.-N.-É.	
MONTRÉAL		N.B.-N.-B.	
REGINA		MAN.-MAN.	
TORONTO	380	B.C.-C.-B.	
VANCOUVER		P.E.I.-Î.-P.-É.	
WINNIPEG		SASK.-SASK.	
		ALTA.-ALB.	
		NFLD.-T.-N.	
		YUK.-YUK.	
		N.W.T.-T.N.-O.	
⑲ TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*			380

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) Douglas G. Bassett, HEREBY CERTIFY ON BEHALF OF (Name of employer) CFTO-TV Limited,

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____,

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE July 10/90 SIGNATURE - SIGNATURE Douglas G. Bassett

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMP 3847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) CFTO-TV Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) CFTO-TV Limited

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) 9 Channel Nine Court, Scarborough, Ontario M4A 2M9

MAILING ADDRESS - ADRESSE POSTALE
(4) 9 Channel Nine Court, Scarborough, Ontario M4A 2M9

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) Douglas G. Bassett

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) Robin A. Fillingham

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) President and Chief Executive Officer

POSITION TITLE - TITRE OU FONCTION
(8) Senior Vice President, Chief Financial Officer & Secretary

AREA CODE (IND. REG.) / TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
(9) 4 1 6 2 9 9 2 3 1 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1	(10) Telecommunications Broadcasting	380
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	(11)	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	(12)	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	(13)	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
345	2	8

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / R M R DÉSIGNÉES		(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
CALGARY		ONT.-ONT	380
EDMONTON		QUE.-Qc	
HALIFAX		N.S.-N.-É.	
MONTRÉAL		N.B.-N.-B.	
REGINA		MAN.-MAN.	
TORONTO	380	B.C.-C.-B.	
VANCOUVER		P.E.I.-I.-P.-É.	
WINNIPEG		SASK.-SASK.	
		ALTA.-ALB.	
		NFLD.-T.-N.	
		TKN.-YuK.	
		N.W.T.-T.N.-O	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 380

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) Douglas G. Bassett, HEREBY CERTIFY ON BEHALF OF (Name of employer) CFTO-TV Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE May 31, 1990

SIGNATURE - SIGNATURE _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMP 3847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A. / Partie A. Page 1

Name of Business / Nom de l'entreprise: CFTO-TV Limited

Industrial Sector / Branche d'activité: Telecommunications Broadcasting

Reporting Period / Période de rapport: 19 89

Location / Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / Territoire (préciser) Ontario ☒ Designated CMA (specify) / RMR designee (préciser) Toronto

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs		4	2	2	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	70,000-	2	1	0	1	0	0	0	0	0	0	0	0	0
	and over	1	1	0	1	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	70,000-	4	5	5	0	0	0	0	0	0	0	0	0	0
	and over	3	5	5	0	0	0	0	0	0	0	1	1	0
	30,000-	2	8	5	3	0	0	0	0	0	0	0	0	0
	34,999	1	5	3	2	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	55,000-	4	1	1	0	0	0	0	0	0	0	0	0	0
	59,999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000-	2	4	3	1	0	0	0	1	1	0	3	2	1
	34,999	1	1	0	1	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians / Semi-professionnels et techniciens	70,000-	4	3	2	1	0	0	0	0	0	0	0	0	0
	and over	3	7	4	3	0	0	0	0	0	0	0	0	0
	17,500-	2	32	25	7	0	0	0	0	0	0	0	0	0
	19,999	1	147	102	45	0	0	0	0	0	0	15	12	3
Supervisors / Surveillants	50,000-	4	3	2	1	0	0	0	0	0	0	0	0	0
	54,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000-	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	0	2	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	70,000-	4	3	3	0	0	0	0	0	0	0	1	1	0
	and over	3	1	1	0	0	0	0	0	0	0	0	0	0
	35,000-	2	8	8	0	0	0	0	0	0	0	1	1	0
	39,999	1	2	2	0	0	0	0	0	0	0	0	0	0

EMP 1871 (89-01) E

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, / Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employés de bureau	45,000	4	5	1	4	0	0	0	0	0	0	0	0	0
	49,999	3	12	2	10	0	0	0	0	0	0	1	0	1
	17,500-	2	18	3	15	0	0	0	0	0	0	2	0	2
	19,999	1	25	6	19	0	0	0	0	0	0	3	0	3
Sales workers / Employés du secteur de la vente	n/a	4												
		3												
		2												
		1												
Service workers / Employés du secteur des services	40,000-	4	2	2	0	0	0	0	0	0	0	0	0	0
	44,999	3	3	2	1	0	0	0	0	0	0	0	0	0
	22,500-	2	1	1	0	0	0	0	0	0	0	0	0	0
	24,999	1	6	6	0	0	0	0	0	0	0	1	1	0
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	70,000-	4	1	1	0	0	0	0	0	0	0	0	0	0
	and over	3	2	2	0	0	0	0	0	0	0	0	0	0
	25,000-	2	12	12	0	0	0	0	0	0	0	1	1	0
	27,499	1	8	6	2	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers / Travailleurs manuels spécialisés	40,000-	4	2	2	0	0	0	0	0	0	0	0	0	0
	44,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	25,000-	2	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	1	5	5	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	n/a	4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			345	226	119	0	0	0	1	1	0	30	19	11

(MP 3871(9-86)P.2)

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:*	Industrial Sector: *Branche d'activité:*	Reporting Period: *Période de rapport:*
CFTO-TV Limited	Telecommunications Broadcasting	19 89

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario ☒ Designated CMA (specify) *RMR désignée (préciser)* Toronto

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	n/a	4												
		3												
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*	n/a	4												
		3												
		2												
		1												
Professionals *Professionnels*	n/a	4												
		3												
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*	60,000-64,999	4	1	0	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	22,500-24,999	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	0	1	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	n/a	4												
		3												
		2												
		1												
Foremen/women *Contremaîtres*	n/a	4												
		3												
		2												
		1												

IMP 3886 (9-86) F 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form / Formulaire 2 Part B, / Partie B, Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employés de bureau n/a		4												
		3												
		2												
		1												
Sales workers / Employés du secteur de la vente n/a		4												
		3												
		2												
		1												
Service workers / Employés du secteur des services n/a		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans n/a		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés n/a		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels n/a		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			2	0	2	0	0	0	0	0	0	0	0	0

EMP 3886 (9-86) E 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: CFTO-TV Limited

Industrial Sector: / Branche d'activité: Telecommunications Broadcasting

Location / Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $10,000	n/a											
$10,000 - $14,999	n/a											
$15,000 - $17,499	n/a											
$17,500 - $19,999	3	3	0	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	6	1	5	0	0	0	0	0	0	0	0	0
$22,500 - $24,999	27	8	19	0	0	0	0	0	0	4	1	3
$25,000 - $27,499	27	17	10	0	0	0	0	0	0	2	0	2
$27,500 - $29,999	19	9	10	0	0	0	0	0	0	1	0	1
$30,000 - $34,999	62	30	32	0	0	0	0	0	0	5	3	2
$35,000 - $39,999	34	25	9	0	0	0	1	1	0	3	2	1
$40,000 - $49,999	90	70	20	0	0	0	0	0	0	12	10	2
$50,000 - $69,999	45	38	7	0	0	0	0	0	0	1	1	0
$70,000 and over / et plus	32	25	7	0	0	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	345	226	119	0	0	0	1	1	0	30	19	11

EMP 1646 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **3** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CFTO-TV Limited

Industrial Sector: *Branche d'activité:* Telecommunications Broadcasting

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 19 89

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $2,500	n/a											
$2,500 - $4,999	n/a											
$5,000 - $7,499	n/a											
$7,500 - $9,999	n/a											
$10,000 - $12,499	n/a											
$12,500 - $14,999	n/a											
$15,000 - $17,499	n/a											
$17,500 - $19,999	n/a											
$20,000 - $24,999	1	0	1	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	n/a											
$30,000 - $39,999	n/a											
$40,000 - $49,999	n/a											
$50,000 and over *et plus*	1	0	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	2	0	2	0	0	0	0	0	0	0	0	0

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 4 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CFTO-TV Limited

Industrial Sector: *Branche d'activité:* Telecommunications Broadcasting

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	1	0	1	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	2	2	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	1	0	1	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians *Semi-professionnels et techniciens*	59	37	22	0	0	0	0	0	0	6	4	2
Supervisors *Surveillants* n/a												
Foremen/women *Contremaîtres* n/a												
Clerical workers *Employés de bureau*	16	6	10	0	0	0	0	0	0	4	1	3
Sales workers *Employés du secteur de la vente* n/a												
Service workers *Employés du secteur des services*	2	1	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	1	1	0	0	0	0	0	0	0	1	1	0
Semi-skilled manual workers *Travailleurs manuels spécialisés*	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels* n/a												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	83	48	35	0	0	0	0	0	0	12	6	6

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
*RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* **4** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CFTO-TV Limited

Industrial Sector: *Branche d'activité:* Telecommunications Broadcasting

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs* n/a												
Middle or other managers *Cadres intermédiaires et autres cadres* n/a												
Professionals *Professionnels* n/a												
Semi-professionals and technicians *Semi-professionnels et techniciens* n/a												
Supervisors *Surveillants* n/a												
Foremen/women *Contremaîtres* n/a												
Clerical workers *Employés de bureau* n/a												
Sales workers *Employés du secteur de la vente* n/a												
Service workers *Employés du secteur des services* n/a												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans* n/a												
Semi-skilled manual workers *Travailleurs manuels spécialisés* n/a												
Other manual workers *Autres travailleurs manuels* n/a												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS* n/a												

EMP 3890 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **5** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CFTO-TV Limited

Industrial Sector: *Branche d'activité:* Telecommunications Broadcasting

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	n/a											
Middle or other managers *Cadres intermédiaires et autres cadres*	2	1	1	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	2	1	1	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians *Semi-professionnels et techniciens*	28	18	10	0	0	0	0	0	0	1	1	0
Supervisors *Surveillants*	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	n/a											
Clerical workers *Employés de bureau*	7	5	2	0	0	0	0	0	0	1	0	1
Sales workers *Employés du secteur de la vente*	n/a											
Service workers *Employés du secteur des services*	n/a											
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	8	8	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels spécialisés*	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	n/a											
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	49	35	14	0	0	0	0	0	0	3	1	2
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	49	35	14	0	0	0	0	0	0	3	1	2

EMP 3869 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **5** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CFTO-TV Limited

Industrial Sector: *Branche d'activité:* Telecommunications Broadcasting

Location-*Endroit*

☒ National (Canada) *National (Canada)*

☐ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs* n/a												
Middle or other managers *Cadres intermédiaires et autres cadres* n/a												
Professionals *Professionnels* n/a												
Semi-professionals and technicians *Semi-professionnels et techniciens* n/a												
Supervisors *Surveillants* n/a												
Foremen/women *Contremaîtres* n/a												
Clerical workers *Employés de bureau* n/a												
Sales workers *Employés du secteur de la vente* n/a												
Service workers *Employés du secteur des services* n/a												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans* n/a												
Semi-skilled manual workers *Travailleurs manuels spécialisés* n/a												
Other manual workers *Autres travailleurs manuels* n/a												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS* n/a												
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS* n/a												

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **6** Part A / Partie A

Name of Business / Nom de l'entreprise: CFTO-TV Limited

Industrial Sector / Branche d'activité: Telecommunications Broadcasting

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	n/a											
Middle or other managers / Cadres intermédiaires et autres cadres	3	3	0	1	1	0	0	0	0	0	0	0
Professionals / Professionnels	1	0	1	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians / Semi-professionnels et techniciens	13	9	4	0	0	0	0	0	0	1	1	0
Supervisors / Surveillants	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	n/a											
Clerical workers / Employés de bureau	11	4	7	0	0	0	0	0	0	3	2	1
Sales workers / Employés du secteur de la vente	n/a											
Service workers / Employés du secteur des services	1	0	1	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers / Travailleurs manuels spécialisés	n/a											
Other manual workers / Autres travailleurs manuels	n/a											
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	32	18	14	1	1	0	0	0	0	5	3	2

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **6** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CFTO-TV Limited

Industrial Sector: *Branche d'activité:* Telecommunications Broadcasting

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs* n/a												
Middle or other managers *Cadres intermédiaires et autres cadres* n/a												
Professionals *Professionnels* n/a												
Semi-professionals and technicians *Semi-professionnels et techniciens*	1	0	1	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants* n/a												
Foremen/women *Contremaîtres* n/a												
Clerical workers *Employés de bureau* n/a												
Sales workers *Employés du secteur de la vente* n/a												
Service workers *Employés du secteur des services* n/a												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans* n/a												
Semi-skilled manual workers *Travailleurs manuels spécialisés* n/a												
Other manual workers *Autres travailleurs manuels* n/a												
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	1	0	1	0	0	0	0	0	0	0	0	0

EMP 3889 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Government Publications

5052
CA 1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CHUM LIMITED

5052

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire **1**

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
(1) CHUM LIMITED

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
(2) CHUM LIMITED

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
(3) 1331 YONGE STREET, TORONTO, ONTARIO M4T 1Y1

MAILING ADDRESS - *ADRESSE POSTALE*
(4) 1331 YONGE STREET, TORONTO, ONTARIO M4T 1Y1

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
(5) ALAN WATERS

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
(7) DENIS HAVEY

POSITION / FONCTION

POSITION TITLE - *TITRE OU FONCTION*
(6) PRESIDENT

POSITION TITLE - *TITRE OU FONCTION*
(8) EMPLOYMENT EQUITY COORDINATOR

AREA CODE / IND. RÉG. | TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
(9) 4 1 6 | 9 2 6 - 4 0 8 4

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*	(10) TELECOMMUNICATIONS BROADCASTING	1,919
INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*	(11)	
INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*	(12)	
INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*	(13)	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
1,438	83	13

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / A M R DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	299
MONTREAL	98
REGINA	
TORONTO	706
VANCOUVER	50
WINNIPEG	64

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT - ONT	1,093
QUE - Qc	98
N.S. - N-É	354
N.B. - N-B	104
MAN - MAN	64
B.C. - C-B	50
P.E.I. - P-É	
SASK - SASK	
ALTA - ALB	72
NFLD - T-N	84
YUK - YUK	
N.W.T. - T.N.-O.	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 1,919

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) Taylor Baiden, HEREBY CERTIFY ON BEHALF OF (Name of employer) CHUM LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - *DATE* May 31st, 1990 SIGNATURE - *SIGNATURE* _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 1847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES *

NAME OF BUSINESS : CHUM LIMITED

INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING

REPORTING PERIOD: 1989

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	10	10	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	11	11	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	6	6	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	21	19	2	0	0	0	0	0	0	0	0	0
	22,499	1	77	57	20	0	0	0	0	0	0	2	2	0
PROFESSIONALS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	1	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	AND OVER	3	5	5	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	19	13	6	0	0	0	0	0	0	0	0	0
	14,999	1	724	562	162	2	2	0	5	4	1	10	9	1
SUPERVISORS	65,000 -	4	4	3	1	0	0	0	0	0	0	0	0	0
	69,999	3	7	3	4	0	0	0	0	0	0	1	1	0
	12,500 -	2	18	5	13	0	0	0	0	0	0	0	0	0
	14,999	1	3	0	3	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	70,000 - AND OVER	4	1	0	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 - 14,999	2	13	1	12	0	0	0	0	0	0	0	0	0
		1	201	21	180	0	0	0	0	0	0	12	2	10
SALES WORKERS	70,000 - AND OVER	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	17,500 - 19,999	2	15	14	1	0	0	0	0	0	0	0	0	0
		1	126	87	39	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	27,500 - 29,999	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 - 17,499	2	2	2	0	0	0	0	0	0	0	0	0	0
		1	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	45,000 - 49,999	4	13	12	1	0	0	0	0	0	0	0	0	0
		3	34	33	1	1	1	0	0	0	0	0	0	0
	17,500 - 19,999	2	50	38	12	0	0	0	0	0	0	1	1	0
		1	49	36	13	0	0	0	1	1	0	5	5	0
SEMI-SKILLED MANUAL WORKERS	15,000 - 17,499	4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 - 17,499	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 - 34,999	4	2	2	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 - 14,999	2	4	4	0	0	0	0	0	0	0	0	0	0
		1	6	5	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			1,438	964	474	3	3	0	6	5	1	31	20	11

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES * FORM 2 PART B PAGE 1

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	22,500 -	4	4	4	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	24,999	3	10	5	5	0	0	0	0	0	0	0	0	0
	0 -	2	23	19	4	0	0	0	0	0	0	0	0	0
	2,499	1	22	15	7	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter;
4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	25,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	27,499	3	2	0	2	0	0	0	0	0	0	0	0	0
	2,500 -	2	8	0	8	0	0	0	0	0	0	0	0	0
	4,999	1	4	0	4	0	0	0	0	0	0	0	0	0
SALES WORKERS	20,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	7,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	7,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	20,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
TRADES WORKERS	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	0 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	2,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED		4	0	0	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	7,499	1	1	1	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			83	50	33	0	0	0	0	0	0	1	1	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES *

FORM 3 PART A

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 14,999	7	3	4	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	35	15	20	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	84	32	52	0	0	0	1	1	0	2	2	0
$ 20,000 - $ 22,499	153	64	89	0	0	0	2	1	1	4	1	3
$ 22,500 - $ 24,999	108	57	51	0	0	0	0	0	0	6	3	3
$ 25,000 - $ 27,499	106	65	41	0	0	0	0	0	0	4	0	4
$ 27,500 - $ 29,999	109	69	40	0	0	0	0	0	0	3	3	0
$ 30,000 - $ 34,999	239	180	59	1	1	0	0	0	0	3	3	0
$ 35,000 - $ 39,999	164	123	41	1	1	0	2	2	0	2	2	0
$ 40,000 - $ 49,999	148	113	35	0	0	0	0	0	0	4	3	1
$ 50,000 - $ 69,999	148	121	27	0	0	0	0	0	0	2	2	0
$ 70,000 AND OVER	137	122	15	1	1	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	1,438	964	474	3	3	0	6	5	1	31	20	11

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *

FORM 3 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD:	1989
CHUM LIMITED	BROADCASTING		

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 2,500	10	8	2	0	0	0	0	0	0	0	0	0
$ 2,500 - $ 4,999	12	6	6	0	0	0	0	0	0	0	0	0
$ 5,000 - $ 7,499	10	7	3	0	0	0	0	0	0	1	1	0
$ 7,500 - $ 9,999	19	12	7	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 12,499	10	6	4	0	0	0	0	0	0	0	0	0
$ 12,500 - $ 14,999	8	3	5	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	4	2	2	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	5	3	2	0	0	0	0	0	0	0	0	0
$ 20,000 - $ 24,999	4	3	1	0	0	0	0	0	0	0	0	0
$ 25,000 - $ 29,999	1	0	1	0	0	0	0	0	0	0	0	0
$ 30,000 - $ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40,000 - $ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	83	50	33	0	0	0	0	0	0	1	1	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED *

FORM - PART A

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	8	5	3	0	0	0	0	0	0	0	0	0
PROFESSIONALS	1	0	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	149	101	48	0	0	0	2	2	0	4	4	0
SUPERVISORS	5	3	2	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	69	6	63	0	0	0	0	0	0	6	0	6
SALES WORKERS	25	16	9	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	50	40	10	0	0	0	1	1	0	6	6	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	2	1	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	310	172	138	0	0	0	3	3	0	16	10	6

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED * FORM 4 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989
CHUM LIMITED		

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	25	20	5	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	8	0	8	0	0	0	0	0	0	0	0	0
SALES WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	3	3	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	39	26	13	0	0	0	1	1	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A

NAME OF BUSINESS : CHUM LIMITED

INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING

REPORTING PERIOD: 1989

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	5	3	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	18	12	6	0	0	0	0	0	0	0	0	0
SUPERVISORS	3	1	2	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	29	17	12	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	29	17	12	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED * FORM 5 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED * FORM 6 PART A

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	2	2	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	22	19	3	0	0	0	0	0	0	0	0	0
PROFESSIONALS	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	147	99	48	0	0	0	2	2	0	3	1	2
SUPERVISORS	7	5	2	0	0	0	1	1	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	61	3	58	0	0	0	1	0	1	5	0	5
SALES WORKERS	35	25	10	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	30	21	9	0	0	0	0	0	0	3	3	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	311	180	131	0	0	0	4	3	1	11	4	7

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED * FORM 6 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : _X_ National (CANADA) ___ Province/Territory : _____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	43	31	12	0	0	0	0	0	0	1	1	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	12	1	11	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	14	8	6	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	74	43	31	0	0	0	1	1	0	2	2	0

* Use separate Parts for permanent full-time and temporary employees

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES * FORM 2 PART A PAGE 1

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	2	2	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	2	2	0	0	0	0	0	0	0	0	0	0
	45,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	49,999	1	11	10	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	70,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	AND OVER	3	7	7	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	53	47	6	0	0	0	1	1	0	0	0	0
	17,499	1	132	96	36	0	0	0	1	0	1	0	0	0
SUPERVISORS	65,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	69,999	3	2	1	1	0	0	0	0	0	0	0	0	0
	30,000 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	34,999	1	4	1	3	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	30,000 -	4	3	0	3	0	0	0	0	0	0	0	0	0
	34,999	3	5	0	5	0	0	0	0	0	0	0	0	0
	15,000 -	2	19	0	19	0	0	0	0	0	0	0	0	0
	17,499	1	18	2	16	0	0	0	0	0	0	0	0	0
SALES WORKERS	70,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	8	4	4	0	0	0	0	0	0	0	0	0
	25,000 -	2	7	6	1	0	0	0	0	0	0	0	0	0
	27,499	1	5	1	4	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	35,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
TRADES WORKERS	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	39,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED	15,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS	17,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			294	194	100	0	0	0	2	1	1	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES *

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	12,500 -	4	1	0	1	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	14,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	7,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	7,500 - 9,999	4	1	0	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	2,500 - 4,999	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			6	2	4	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES * FORM 3 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 14,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	5	2	3	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	24	5	19	0	0	0	0	0	0	0	0	0
$ 20,000 - $ 22,499	37	12	25	0	0	0	1	0	1	0	0	0
$ 22,500 - $ 24,999	21	10	11	0	0	0	0	0	0	0	0	0
$ 25,000 - $ 27,499	23	15	8	0	0	0	0	0	0	0	0	0
$ 27,500 - $ 29,999	20	11	9	0	0	0	0	0	0	0	0	0
$ 30,000 - $ 34,999	48	37	11	0	0	0	0	0	0	0	0	0
$ 35,000 - $ 39,999	34	30	4	0	0	0	1	1	0	0	0	0
$ 40,000 - $ 49,999	35	31	4	0	0	0	0	0	0	0	0	0
$ 50,000 - $ 69,999	33	27	6	0	0	0	0	0	0	0	0	0
$ 70,000 AND OVER	14	14	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	294	194	100	0	0	0	2	1	1	0	0	0

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES * FORM 3 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 2,500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2,500 - $ 4,999	2	0	2	0	0	0	0	0	0	0	0	0
$ 5,000 - $ 7,499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7,500 - $ 9,999	3	2	1	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 12,499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12,500 - $ 14,999	1	0	1	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	0	0	0	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 20,000 - $ 24,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 25,000 - $ 29,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 30,000 - $ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40,000 - $ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	6	2	4	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED * FORM 4 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	34	20	14	0	0	0	1	1	0	0	0	0
SUPERVISORS	2	2	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	19	2	17	0	0	0	0	0	0	0	0	0
SALES WORKERS	6	4	2	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	62	29	33	0	0	0	1	1	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED * FORM 4 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	1	0	1	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	1	1	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	3	2	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	3	2	1	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED * FORM 5 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING TELECOMMUNICATIONS	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED * FORM 6 PART A

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : _Nova Scotia_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	22	13	9	0	0	0	1	1	0	0	0	0
SUPERVISORS	5	4	1	0	0	0	1	1	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	12	2	10	0	0	0	0	0	0	0	0	0
SALES WORKERS	7	4	3	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	47	24	23	0	0	0	2	2	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED * FORM 6 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Nova Scotia_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	3	2	1	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	5	3	2	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	1	1	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	50,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	54,999	3	27	25	2	0	0	0	0	0	0	0	0	0
	17,500 -	2	18	16	2	0	0	0	0	0	0	0	0	0
	19,999	1	12	7	5	0	0	0	0	0	0	0	0	0
SUPERVISORS	55,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	59,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	55,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	59,999	1	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	25,000 -	4	2	0	2	0	0	0	0	0	0	0	0	0
	27,499	3	1	0	1	0	0	0	0	0	0	0	0	0
	20,000 -	2	5	0	5	0	0	0	0	0	0	0	0	0
	22,499	1	7	1	6	0	0	0	0	0	0	0	0	0
SALES WORKERS	55,000 -	4	4	2	2	0	0	0	0	0	0	0	0	0
	59,999	3	3	3	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	4	2	2	0	0	0	0	0	0	0	0	0
	29,999	1	2	0	2	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	19,999	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			93	64	29	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			0	0	0	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES * FORM 3 PART A

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 14,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	0	0	0	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	2	2	0	0	0	0	0	0	0	0	0	0
$ 20,000 - $ 22,499	12	1	11	0	0	0	0	0	0	0	0	0
$ 22,500 - $ 24,999	10	3	7	0	0	0	0	0	0	0	0	0
$ 25,000 - $ 27,499	4	3	1	0	0	0	0	0	0	0	0	0
$ 27,500 - $ 29,999	4	2	2	0	0	0	0	0	0	0	0	0
$ 30,000 - $ 34,999	16	14	2	0	0	0	0	0	0	0	0	0
$ 35,000 - $ 39,999	24	21	3	0	0	0	0	0	0	0	0	0
$ 40,000 - $ 49,999	12	11	1	0	0	0	0	0	0	0	0	0
$ 50,000 - $ 69,999	6	4	2	0	0	0	0	0	0	0	0	0
$ 70,000 AND OVER	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	93	64	29	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES * FORM 3 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 2,500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2,500 - $ 4,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5,000 - $ 7,499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7,500 - $ 9,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 12,499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12,500 - $ 14,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	0	0	0	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 20,000 - $ 24,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 25,000 - $ 29,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 30,000 - $ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40,000 - $ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED * FORM 4 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	7	4	3	0	0	0	0	0	0	0	0	0
SUPERVISORS	1	1	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	3	1	2	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	13	6	7	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED * FORM 4 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
OCCUPATIONAL GROUPS	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED * FORM 5 PART B

NAME OF BUSINESS : CHUM LIMITED

INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING

REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick____ ___ Designated CMA: _____

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED * FORM 6 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	4	4	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	2	0	2	0	0	0	0	0	0	0	0	0
SALES WORKERS	5	2	3	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	11	6	5	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED * FORM 6 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989
CHUM LIMITED		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __New Brunswick___ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES *

NAME OF BUSINESS : CHUM LIMITED

INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING

REPORTING PERIOD: 1989

LOCATION : __ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES TOTAL NUMBER	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL NUMBER	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL NUMBER	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL NUMBER	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	7	7	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	7	7	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	5	5	0	0	0	0	0	0	0	0	0	0
	27,500 -	2	10	8	2	0	0	0	0	0	0	0	0	0
	29,999	1	49	34	15	0	0	0	0	0	0	2	2	0
PROFESSIONALS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	1	1	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	1	2	1	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	AND OVER	3	4	4	0	0	0	0	0	0	0	0	0	0
	12,500 -	2	12	6	6	0	0	0	0	0	0	0	0	0
	14,999	1	372	279	93	2	2	0	3	3	0	10	9	1
SUPERVISORS	65,000 -	4	2	1	1	0	0	0	0	0	0	0	0	0
	69,999	3	2	1	1	0	0	0	0	0	0	0	0	0
	12,500 -	2	7	2	5	0	0	0	0	0	0	0	0	0
	14,999	1	3	0	3	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	30,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	1	1	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	70,000 - AND OVER	4	1	0	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	12,500 - 14,999	2	13	1	12	0	0	0	0	0	0	0	0	0
		1	117	17	100	0	0	0	0	0	0	11	2	9
SALES WORKERS	70,000 - AND OVER	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	17,500 - 19,999	2	14	13	1	0	0	0	0	0	0	0	0	0
		1	52	39	13	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	27,500 - 29,999	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 - 17,499	2	2	2	0	0	0	0	0	0	0	0	0	0
		1	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	45,000 - 49,999	4	12	11	1	0	0	0	0	0	0	0	0	0
		3	34	33	1	1	1	0	0	0	0	0	0	0
	17,500 - 19,999	2	40	29	11	0	0	0	0	0	0	1	1	0
		1	58	44	14	0	0	0	1	1	0	5	5	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 - 34,999	4	2	2	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 - 17,499	2	1	1	0	0	0	0	0	0	0	0	0	0
		1	6	6	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			848	566	282	3	3	0	4	4	0	29	19	10

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : _Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	22,500 -	4	3	3	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	24,999	3	6	3	3	0	0	0	0	0	0	0	0	0
	0 -	2	13	12	1	0	0	0	0	0	0	0	0	0
	2,499	1	20	12	8	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	25,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	27,499	3	1	0	1	0	0	0	0	0	0	0	0	0
	7,500 -	2	1	0	1	0	0	0	0	0	0	0	0	0
	9,999	1	6	0	6	0	0	0	0	0	0	0	0	0
SALES WORKERS	20,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	1	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	7,500 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	7,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	20,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	7,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	17,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	19,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	5,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	7,499	1	1	1	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			59	36	23	0	0	0	0	0	0	1	1	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES * FORM 3 PART A

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 10,000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 14,999	4	1	3	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	16	6	10	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	45	20	25	0	0	0	1	1	0	2	2	0
$ 20,000 - $ 22,499	83	39	44	0	0	0	1	1	0	3	1	2
$ 22,500 - $ 24,999	63	36	27	0	0	0	0	0	0	6	3	3
$ 25,000 - $ 27,499	60	34	26	0	0	0	0	0	0	4	0	4
$ 27,500 - $ 29,999	68	44	24	0	0	0	0	0	0	3	3	0
$ 30,000 - $ 34,999	143	106	37	1	1	0	0	0	0	3	3	0
$ 35,000 - $ 39,999	95	65	30	1	1	0	1	1	0	2	2	0
$ 40,000 - $ 49,999	89	62	27	0	0	0	0	0	0	3	2	1
$ 50,000 - $ 69,999	86	70	16	0	0	0	0	0	0	2	2	0
$ 70,000 AND OVER	96	83	13	1	1	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	848	566	282	3	3	0	4	4	0	29	19	10

* Use separate Parts for permanent part-time and temporary employees

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES *

FORM 3 PART B

NAME OF BUSINESS : CHUM LIMITED	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UNDER $ 2,500	7	5	2	0	0	0	0	0	0	0	0	0
$ 2,500 - $ 4,999	8	4	4	0	0	0	0	0	0	0	0	0
$ 5,000 - $ 7,499	8	6	2	0	0	0	0	0	0	1	1	0
$ 7,500 - $ 9,999	12	8	4	0	0	0	0	0	0	0	0	0
$ 10,000 - $ 12,499	8	5	3	0	0	0	0	0	0	0	0	0
$ 12,500 - $ 14,999	5	1	4	0	0	0	0	0	0	0	0	0
$ 15,000 - $ 17,499	3	2	1	0	0	0	0	0	0	0	0	0
$ 17,500 - $ 19,999	4	3	1	0	0	0	0	0	0	0	0	0
$ 20,000 - $ 24,999	3	2	1	0	0	0	0	0	0	0	0	0
$ 25,000 - $ 29,999	1	0	1	0	0	0	0	0	0	0	0	0
$ 30,000 - $ 39,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40,000 - $ 49,999	0	0	0	0	0	0	0	0	0	0	0	0
$ 50,000 AND OVER	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	59	36	23	0	0	0	0	0	0	1	1	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES HIRED * FORM 4 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	5	2	3	0	0	0	0	0	0	0	0	0
PROFESSIONALS	1	0	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	81	54	27	0	0	0	1	1	0	4	4	0
SUPERVISORS	2	0	2	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	39	4	35	0	0	0	0	0	0	6	0	6
SALES WORKERS	7	3	4	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	50	40	10	0	0	0	1	1	0	6	6	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	187	104	83	0	0	0	2	2	0	16	10	6

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES HIRED * FORM 4 PART B

NAME OF BUSINESS : CHUM LIMITED

INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING

REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	18	15	3	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	4	0	4	0	0	0	0	0	0	0	0	0
SALES WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	3	3	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	28	21	7	0	0	0	1	1	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES PROMOTED * FORM 5 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:	REPORTING PERIOD: 1989
CHUM LIMITED	TELECOMMUNICATIONS BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	4	2	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	16	10	6	0	0	0	0	0	0	0	0	0
SUPERVISORS	2	0	2	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	24	13	11	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	24	13	11	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES PROMOTED * FORM 5 PART B

NAME OF BUSINESS :	INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING	REPORTING PERIOD: 1989
CHUM LIMITED		

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	EMPLOYEES PROMOTED (EMPLOYEES PROMOTED DURING THE YEAR ARE TO BE REPORTED ONLY IN THE OCCUPATIONAL GROUPS TO WHICH OR WITHIN WHICH THEY HAVE BEEN LAST PROMOTED)											
	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

PERMANENT FULL-TIME EMPLOYEES TERMINATED * FORM 6 PART A

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	9	7	2	0	0	0	0	0	0	0	0	0
PROFESSIONALS	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	53	33	20	0	0	0	0	0	0	3	1	2
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	26	1	25	0	0	0	0	0	0	5	0	5
SALES WORKERS	8	5	3	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	30	21	9	0	0	0	0	0	0	3	3	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	133	73	60	0	0	0	0	0	0	11	4	7

* Use separate Parts for permanent part-time and temporary employees

PERMANENT PART-TIME EMPLOYEES TERMINATED * FORM 6 PART B

NAME OF BUSINESS : CHUM LIMITED

INDUSTRIAL SECTOR: TELECOMMUNICATIONS BROADCASTING

REPORTING PERIOD: 1989

LOCATION : ___ National (CANADA) _X_ Province/Territory : __Ontario_____ ___ Designated CMA: _____

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
UPPER LEVEL MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS AND TECHNICIANS	27	19	8	0	0	0	0	0	0	1	1	0
SUPERVISORS	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL WORKERS	6	0	6	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	3	2	1	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	7	7	0	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	44	28	16	0	0	0	1	1	0	2	2	0

* Use separate Parts for permanent full-time and temporary employees

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES * FORM 2 PART A PAGE 1

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) ___ Province/Territory : _____ _X_ Designated CMA: __Halifax

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	1	1	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	2	2	0	0	0	0	0	0	0	0	0	0
	45,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	49,999	1	8	7	1	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	70,000 -	4	3	3	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	AND OVER	3	7	7	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	49	43	6	0	0	0	0	0	0	0	0	0
	17,499	1	107	73	34	0	0	0	1	0	1	0	0	0
SUPERVISORS	65,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	69,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	30,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	1	3	1	2	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	27,500 -	4	2	0	2	0	0	0	0	0	0	0	0	0
	29,999	3	6	0	6	0	0	0	0	0	0	0	0	0
	15,000 -	2	18	0	18	0	0	0	0	0	0	0	0	0
	17,499	1	12	2	10	0	0	0	0	0	0	0	0	0
SALES WORKERS	70,000 -	4	5	5	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	6	2	4	0	0	0	0	0	0	0	0	0
	27,500 -	2	6	5	1	0	0	0	0	0	0	0	0	0
	29,999	1	4	1	3	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND	35,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
TRADES WORKERS	39,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	39,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED	15,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
MANUAL WORKERS	17,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	1	1	1	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			246	158	88	0	0	0	1	0	1	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES * FORM 2 PART B PAGE 1

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) ___ Province/Territory : _____ _X_ Designated CMA: __Halifax

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	12,500 -	4	1	0	1	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	14,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	7,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	1	2	2	0	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	7,500 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	9,999	3	0	0	0	0	0	0	0	0	0	0	0	0
	2,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	4,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			5	2	3	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES * FORM 2 PART A PAGE 1

NAME OF BUSINESS :	INDUSTRIAL SECTOR:	REPORTING PERIOD: 1989
CHUM LIMITED	TELECOMMUNICATIONS BROADCASTING	

LOCATION : ___ National (CANADA) ___ Province/Territory : _____ _X_ Designated CMA: __Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 -	2	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	1	7	7	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS	70,000 -	4	2	2	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	5	5	0	0	0	0	0	0	0	0	0	0
	30,000 -	2	8	6	2	0	0	0	0	0	0	0	0	0
	34,999	1	15	8	7	0	0	0	0	0	0	2	2	0
PROFESSIONALS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	AND OVER	3	1	1	0	0	0	0	0	0	0	0	0	0
	40,000 -	2	2	2	0	0	0	0	0	0	0	0	0	0
	44,999	1	1	0	1	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	70,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	AND OVER	3	4	4	0	0	0	0	0	0	0	0	0	0
	15,000 -	2	11	6	5	0	0	0	0	0	0	0	0	0
	17,499	1	219	156	63	1	1	0	2	2	0	7	6	1
SUPERVISORS	65,000 -	4	1	1	0	0	0	0	0	0	0	0	0	0
	69,999	3	1	0	1	0	0	0	0	0	0	0	0	0
	25,000 -	2	5	3	2	0	0	0	0	0	0	0	0	0
	27,499	1	4	0	4	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent part-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	70,000 - AND OVER	4	1	0	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 - 17,499	2	8	1	7	0	0	0	0	0	0	0	0	0
		1	80	12	68	0	0	0	0	0	0	11	2	9
SALES WORKERS	70,000 - AND OVER	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	35,000 - 39,999	2	6	6	0	0	0	0	0	0	0	0	0	0
		1	26	19	7	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	27,500 - 29,999	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	15,000 - 17,499	2	2	2	0	0	0	0	0	0	0	0	0	0
		1	1	0	1	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	45,000 - 49,999	4	11	10	1	0	0	0	0	0	0	0	0	0
		3	32	31	1	1	1	0	0	0	0	0	0	0
	17,500 - 19,999	2	40	29	11	0	0	0	0	0	0	1	1	0
		1	58	44	14	0	0	0	1	1	0	5	5	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	30,000 - 34,999	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	20,000 - 22,499	2	1	1	0	0	0	0	0	0	0	0	0	0
		1	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			564	368	196	2	2	0	3	3	0	26	16	10

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

NAME OF BUSINESS :	INDUSTRIAL SECTOR:TELECOMMUNICATIONS	REPORTING PERIOD: 1989
CHUM LIMITED	BROADCASTING	

LOCATION : ___ National (CANADA) ___ Province/Territory : _____ _X_ Designated CMA: __Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
UPPER LEVEL MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
MIDDLE OR OTHER MANAGERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SEMI-PROFESSIONALS	17,500 -	4	1	1	0	0	0	0	0	0	0	0	0	0
AND TECHNICIANS	19,999	3	2	2	0	0	0	0	0	0	0	0	0	0
	0 -	2	3	2	1	0	0	0	0	0	0	0	0	0
	2,499	1	3	2	1	0	0	0	0	0	0	0	0	0
SUPERVISORS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
FOREMEN/WOMEN		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0

* Use separate Parts for permanent full-time and temporary employees

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	QUARTER **	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN	TOTAL NUMBER	MEN	WOMEN
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
CLERICAL WORKERS	25,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	27,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	1	1	0	1	0	0	0	0	0	0	0	0	0
SALES WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFTS AND TRADES WORKERS	20,000 -	4	1	0	1	0	0	0	0	0	0	0	0	0
	22,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	7,500 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	9,999	1	1	1	0	0	0	0	0	0	0	0	0	0
SEMI-SKILLED MANUAL WORKERS		4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2	0	0	0	0	0	0	0	0	0	0	0	0
		1	0	0	0	0	0	0	0	0	0	0	0	0
OTHER MANUAL WORKERS	10,000 -	4	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	3	0	0	0	0	0	0	0	0	0	0	0	0
	10,000 -	2	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			14	9	5	0	0	0	0	0	0	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/

ment Equity Store: 541-115
Government Publications

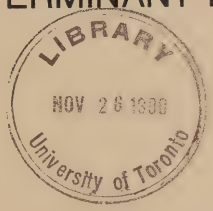
5053
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CKNX BROADCASTING LIMITED

5053

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET (1): CKNX Broadcasting Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE (2): CKNX Broadcasting Limited

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE (3): 215 Carling Terrace, Wingham Ontario N0G 2W0

MAILING ADDRESS - ADRESSE POSTALE (4): 215 Carling Terrace, Wingham Ontario N0G 2W0

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE (5): R. V. Elsden

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI (7): A. N. Skelton

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION (6): President

POSITION TITLE - TITRE OU FONCTION (8): Vice President & General Manager

AREA CODE AND REG. (9): 5 1 0

TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE (9): 3 5 7 - 1 3 1 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 (10)	Telecommunications/Broadcasting	116
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 (11)		
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 (12)		
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 (13)		

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
92	24	0

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED CMAs / RMR DÉSIGNÉES		(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
CALGARY		ONT - ONT	116
EDMONTON		QUE - QC	
HALIFAX		N.S. - N.-É.	
MONTRÉAL		N.B. - N.-B.	
REGINA		MAN. - MAN.	
TORONTO		B.C. - C.-B.	
VANCOUVER		P.E.I. - Î.-P.-É.	
WINNIPEG		SASK. - SASK.	
		ALTA. - ALB.	
		NFLD. - T.-N.	
		YUK. - YUK.	
		N.W.T. - T.N.-O.	
(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA			116

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) R. V. Elsden HEREBY CERTIFY ON BEHALF OF (Name of employer) CKNX Broadcasting Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____ ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE: DATE 10/07/90

SIGNATURE: SIGNATURE _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMV 304 (9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire **1**

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) CKNX Broadcasting Limited

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) CKNX Broadcasting Limited

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) 215 Carling Terrace, Wingham, Ontario NOG 2WO

MAILING ADDRESS - ADRESSE POSTALE
(4) 215 Carling Terrace, Wingham, Ontario NOG 2WO

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) R. V. Elsden

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) A. N. Skelton

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) President

POSITION TITLE - TITRE OU FONCTION
(8) Vice President & General Manager

AREA CODE AND REG (9) 5 1 0

TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE 3 5 7 1 3 1 0

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 (10)	Telecommunications/Broadcasting	NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 116
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 (11)		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 (12)		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 (13)		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
92	24	

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C.M.As / R.M.R DÉSIGNÉES		(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
CALGARY		ONT.-ONT.	116
EDMONTON		QUE.-Qc	
HALIFAX		N.S.-N.-É.	
MONTREAL		N.B.-N.-B.	
REGINA		MAN.-MAN.	
TORONTO		B.C.-C.-B.	
VANCOUVER		P.E.I.-I.-P.-É.	
WINNIPEG		SASK.-SASK.	
		ALTA.-ALB.	
		NFLD.-T.-N.	
		YUK.-YUK.	
		N.W.T.-T.N.-O.	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 116

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20) I, (Name) R. V. Elsden, HEREBY CERTIFY ON BEHALF OF (Name of employer) CKNX Broadcasting Limited

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE MAY 16/1990

SIGNATURE - SIGNATURE

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMW 304 (9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 2 Part A, Partie A, Page 1

Name of Business: Nom de l'entreprise: CKNX Broadcasting Limited

Industrial Sector: Branche d'activité: Telecommunications/Broadcasting

Reporting Period: Période de rapport: 1989

Location-Endroit ☐ National (Canada) National (Canada) ☐ Province / Territory (specify) Province / territoire (préciser) _____ ☐ Designated CMA (specify) RMR designee (préciser) _____

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	70,000 +	4	1	1										
		3												
	70,000 +	2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	60,000	4	1	1										
	64,999	3												
	35,000	2												
	39,999	1	3	3										
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens	40,000	4	2	2										
	44,999	3	9	9										
	10,000	2	25	23	2									
	17,499	1	23	16	7									
Supervisors Surveillants	50,000	4	2	2										
	54,999	3												
	17,500	2	6	5	1									
	19,999	1	4	1	3									
Foremen/women Contremaîtres		4												
		3												
		2												
		1												

LMP 3071 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, Partie A, Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	.. Quarter / Quart	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	15,000	4	2		2									
	17,499	3	1		1									
	12,500	2	1		1									
	14,999	1	3		3									
Sales workers / Employes du secteur de la vente	70,000 +	4	1	1										
		3	2	2										
	30,000	2	2	2										
	34,999	1	3	3										
Service workers / Employes du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifies et artisans	15,000	4	1	1										
	17,499	3												
	15,000	2												
	17,499	1												
Semi-skilled manual workers / Travailleurs manuels specialises		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			92	72	20									

EMP 3071 (9-84) P 2

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 2 Part B, Partie B, Page 1

Name of Business: Nom de l'entreprise: CKNX Broadcasting Limited

Industrial Sector: Branche d'activité: Telecommunications/Broadcasting

Reporting Period Période de rapport: 1989

Location-Endroit: [X] National (Canada) National (Canada) [X] Province / Territory (specify) Province / territoire (préciser) Ontario [ ] Designated CMA (specify) RMR désignee (préciser) _____

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'echelle de remunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper level managers Cadres supérieurs		4												
		3												
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens	12,500	4	1		1									
	14,999	3												
	Ø	2	10	8	2									
	2,499	1	6	2	4									
Supervisors Surveillants		4												
		3												
		2												
		1												
Foremen/women Contremaîtres		4												
		3												
		2												
		1												

EMP 3886 (1988/12)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form Formulaire 2 Part B, Partie B, Page 2

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	.. Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	2,500	4	2		2									
	4,999	3												
	Ø	2												
	2,499	1	1		1									
Sales workers / Employés du secteur de la vente		4												
		3												
		2												
		1												
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans		4												
		3												
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés		4												
		3												
		2												
		1												
Other manual workers / Autres travailleurs manuels	10,000	4	2	1	1									
	12,499	3	1		1									
	2,500	2												
	4,999	1	1		1									
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			24	11	13									

.. 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **3** Part A / Partie A

Name of Business: / Nom de l'entreprise:
CKNX Broadcasting Limited

Industrial Sector / Branche d'activité
Telecommunications/Broadcasting

Location-Endroit
☒ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000												
$10,000 - $14,999	8	4	4									
$15,000 - $17,499	10	6	4									
$17,500 - $19,999	15	8	7									
$20,000 - $22,499	9	7	2									
$22,500 - $24,999	13	11	2									
$25,000 - $27,499	5	5										
$27,500 - $29,999	6	6										
$30,000 - $34,999	13	12	1									
$35,000 - $39,999	3	3										
$40,000 - $49,999	2	2										
$50,000 - $69,999	6	6										
$70,000 and over / et plus	2	2										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	92	72	20									

EMP 3648 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 3 Part B *Partie B*

Name of Business *Nom de l'entreprise*: CKNX Broadcasting Limited

Industrial Sector *Branche d'activité*: Telecommunications/Broadcasting

Location *Endroit*: [X] National (Canada) *National (Canada)* [X] Province / Territory (specify) *Province / territoire (préciser)* Ontario

Reporting Period *Période de rapport*: 1989

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under *Moins de* $2,500	4	2	2									
$2,500 - $4,999	13	6	7									
$5,000 - $7,499	3	2	1									
$7,500 - $9,999	2		2									
$10,000 - $12,499	1	1										
$12,500 - $14,999	1		1									
$15,000 - $17,499												
$17,500 - $19,999												
$20,000 - $24,999												
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over *et plus*												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	24	11	13									

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business / Nom de l'entreprise: CKNX Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications/Broadcasting

Location-Endroit: [ ] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (preciser): Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	13	11	2									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente	1	1										
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	14	12	2									

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

Name of Business / Nom de l'entreprise: CKNX Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications/Broadcasting

Location / Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	9	5	4									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1		1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels	1		1									
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	11	5	6									

EMP 3050 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business / Nom de l'entreprise: CKNX Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications/Broadcasting

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	1		1									
Supervisors / Surveillants	3	1	2									
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente	1	1										
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	5	2	3									
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	5	2	3									

EMP 3869 (1-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS A TEMPS PARTIEL*

Form Formulaire **5** Part B Partie B

Name of Business / Nom de l'entreprise: CKNX Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications/Broadcasting

Location-Endroit: [X] National (Canada) / National (Canada) [X] Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salaries promus (les salaries promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle ils ont ete promus en dernier)

Occupational Groups / Categories professionnelles	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres superieurs												
Middle or other managers / Cadres intermediaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaitres												
Clerical workers / Employes de bureau												
Sales workers / Employes du secteur de la vente												
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifies et artisans												
Semi-skilled manual workers / Travailleurs manuels specialises												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIES PROMUS												
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS												

EMP 3005 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE See instructions
NOTA Voir instructions

Form / *Formulaire* **6** Part A / *Partie A*

Name of Business / *Nom de l'entreprise*: CKNX Broadcasting Limited

Industrial Sector / *Branche d'activité*: Telecommunications/Broadcasting

Location-*Endroit*: [X] National (Canada) / *National (Canada)* [X] Province / Territory (specify) / *Province / territoire (préciser)*: Ontario

Reporting Period / *Période de rapport*: 1989

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*	10	7	3									
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*												
Sales workers / *Employés du secteur de la vente*	1	1										
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	11	8	3									

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **6** Part B / Partie B

Name of Business / Nom de l'entreprise: CKNX Broadcasting Limited

Industrial Sector / Branche d'activité: Telecommunications/Broadcasting

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): Ontario

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	14	11	3									
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	1		1									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	15	11	4									

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Publications

5056

CA 1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

LIBRARY
NOV 26 1990
University of Toronto

CANADIAN PACIFIC
EXPRESS & TRANSPORT LTD.

5056

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

(1) FULL LEGAL NAME - NOM LÉGAL AU COMPLET: CANADIAN PACIFIC EXPRESS & TRANSPORT LTD.

(7) COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE: CP TRUCKS

ADDRESS / ADRESSE

(3) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE: 2235 Sheppard Ave. East, Atria II, 17th Floor, Willowdale, Ont. M2J 5A6

(4) MAILING ADDRESS - ADRESSE POSTALE: same as in (3)

OFFICERS / AGENTS

(5) NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE: R.A. Teoli

(7) NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI: Dona Sewell

POSITION / FONCTION

(6) POSITION TITLE - TITRE OU FONCTION: President and Chief Executive Officer

(8) POSITION TITLE - TITRE OU FONCTION: Co-ordinator Employment Equity and Program Development

(9) AREA CODE / IND. RÉG.: 4 1 6 — TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE: 4 9 5 2 3 1 6

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

(10) INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1: Truck Transport Industries — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 7,230

(11) INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

(12) INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

(13) INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 — NO. OF EMPLOYEES / NOMBRE DE SALARIÉS:

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
5,900	783	0

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / R M R DÉSIGNÉES		(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES	
CALGARY	228	ONT.-ONT.	3,491
EDMONTON	165	QUE.-Qc	1,497
HALIFAX	135	N.S.-N.-É.	203
MONTRÉAL	1,105	N.B.-N.-B.	140
REGINA	70	MAN.-MAN.	239
TORONTO	2,014	B.C.-C.-B.	921
VANCOUVER	546	P.E.I.-Î.-P.-É.	19
WINNIPEG	218	SASK.-SASK.	157
		ALTA.-ALB.	479
		NFLD.-T.-N.	84
		TKN.-Yuk.	0
		N.W.T.-T.N.-O.	0

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 7.230

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20)

I, (Name): R.A. Teoli, HEREBY CERTIFY ON BEHALF OF (Name of employer): CP Trucks

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM): _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur): _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE: May 29, 1990

SIGNATURE - SIGNATURE: R. Teoli

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

EMP 3647(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

CANADIAN PACIFIC EXPRESS & TRANSPORT LTD.
****

EXECUTIVE SUMMARY
JUNE 1, 1990 EMPLOYMENT EQUITY REPORT
MAY, 1990

Introduction

Canadian Pacific Express & Transport Ltd. (CP Trucks) is the transportation (trucking) division of Canadian Pacific Limited.

The attached reports include the employee profile of the following divisions of CP Trucks:

- CP Express and Transport
- Canpar
- CP Bulk Systems
- Highland Transport

The reports include permanent full time employees and permanent part time employees for the 1989 year ending. Temporary employees numbered 1 for the 1989 year and are excluded from the report.

Current Activities

Despite our intiatives directed at streamlining and improving operations which meant a reduction in staff and hiring requirements, CP Trucks' representation among all 4 groups increased, with the exception of the disabled group which was down slightly.

This can be attributed to CP Trucks taking positive, pro-active steps towards targeted recruitment and retraining. Our Driver Training School, for example, has included specific measures to attract women to the program, including the retraining of existing female staff.

Our thrust has not been geared at simply increasing the representation of designated group members, but, to concentrate our efforts on providing the best work environment that will encourage the development of skills and success within the organization.

Issues

Data Base System

In 1989, CP Trucks became a user of the new employee data base system provided by CP Rail, a division of Canadian Pacific Limited. The conversion to this new system created discrepancies in our employment equity report system which required considerable time and effort to correct.

As described in previous summaries, we have been working on improving our data base system, however, since there was no standardization of the coding structures completed prior to implementation of the new system, manual compilation was required to produce the employment equity report at a more accurate level.

A second project is to be undertaken to standardize coding structures; document procedures; implement a completely restructured employee data base which will improve all levels of statistical reporting. This project is not expected to commence in the immediate future.

Report Variations

We completed a very extensive analysis of our 1988 employment equity report by comparing specific job categories with the 1986 Statistics Canada data. This approach was taken to gain a more realistic representation of our workforce however, it resulted in several discrepancies being uncovered that existed in our 1988 statistical report. Accordingly, some corrections were made to our report system and others were implemented manually, thus creating, in some cases, substantial differences to our 1989 employment equity report compared to 1988's statistics.

CP Trucks, in response to changing economic and market conditions, have restructured their operations, closed a number of terminals, cancelled specific services, and reduced staffing requirements (this is reflected in Forms 1, and 4, Hires). Consequently, our actual employee numbers reduced from 6,172 in 1988 to 5,900 in 1989 and this trend continued into 1990.

Promotions

For the same reasons expounded in previous summaries, we are still unable to track promotions with any degree of accuracy, in particular, the unionized population is most difficult because of the "bumping rights" they have throughout the year. This year's report, Form 5, Part A, reflects this reasoning in the statistics, because the majority of the promotions existed within the unionized group, which is male dominated, who have the most seniority and bumping rights over the other groups reported.

Hires And Terminations

Form 4, Hires, reflects the actual number of individuals hired during 1989, regardless of whether they remained an employee of CP Trucks as at December 31, 1989. Form 6, Terminations, includes any individual terminated in the 1989 year, regardless of when the individual may have been hired. For example, an individual who was hired in 1989 and terminated in the same year will be reflected in both Form 4, Hires and Form 6, Terminations.

Conclusion

We have spent a better part of 1989/90 providing education and communicating with management, employees, designated group member employees, and several out reach organizations, to achieve a change in the existing culture and attitude that will allow employment equity to be successful at CP Trucks.

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	70000 and over	4	11	11	0	0	0	0	1	1	0	0	0	0
		3	3	3	0	0	0	0	0	0	0	0	0	0
	65000	2	3	3	0	0	0	0	0	0	0	0	0	0
	69999	1	9	9	0	0	0	0	0	0	0	1	1	0
Middle or other managers	70000 and over	4	8	8	0	0	0	0	0	0	0	1	1	0
		3	32	30	2	0	0	0	0	0	0	1	1	0
	30000	2	103	98	5	1	1	0	3	2	1	1	1	0
	34999	1	109	101	8	0	0	0	0	0	0	5	5	0
Professionals	60000	4	6	5	1	0	0	0	0	0	0	0	0	0
	64999	3	9	9	0	0	0	0	0	0	0	3	3	0
	22500	2	4	3	1	0	0	0	0	0	0	0	0	0
	24999	1	3	2	1	0	0	0	0	0	0	2	1	1
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	50000	4	9	7	2	0	0	0	0	0	0	0	0	0
	54999	3	84	71	13	0	0	0	5	5	0	2	2	0
	22500	2	225	199	26	1	1	0	9	8	1	8	7	1
	24999	1	29	20	9	0	0	0	1	1	0	1	1	0
Foremen/women	30000	4	7	5	2	0	0	0	0	0	0	0	0	0
	34999	3	6	5	1	0	0	0	1	1	0	0	0	0
	20000	2	12	12	0	0	0	0	0	0	0	1	1	0
	22499	1	4	4	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	181	108	73	0	0	0	6	5	1	5	2	3
	34999	3	338	136	202	3	1	2	12	8	4	26	14	12
	10000	2	222	66	156	2	0	2	4	3	1	27	9	18
	12499	1	56	17	39	0	0	0	2	2	0	6	2	4
Sales workers	45000	4	15	15	0	1	1	0	0	0	0	0	0	0
	49999	3	12	12	0	0	0	0	0	0	0	1	1	0
	25000	2	50	42	8	0	0	0	0	0	0	1	1	0
	27499	1	48	30	18	0	0	0	0	0	0	2	1	1
Service workers	25000	4	1	1	0	0	0	0	0	0	0	0	0	0
	27499	3	1	1	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	2	2	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	35000	4	166	166	0	1	1	0	5	5	0	20	20	0
	39999	3	38	38	0	1	1	0	0	0	0	7	7	0
	15000	2	8	8	0	1	1	0	0	0	0	1	1	0
	17499	1	6	5	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	35000	4	246	242	4	1	1	0	3	3	0	5	5	0
	39999	3	2083	2067	16	14	14	0	29	28	1	34	34	0
	15000	2	301	298	3	0	0	0	7	7	0	13	13	0
	17499	1	184	181	3	0	0	0	1	1	0	3	3	0
Other manual workers	30000	4	193	192	1	0	0	0	4	4	0	11	11	0
	34999	3	528	524	4	1	1	0	6	6	0	25	24	1
	12500	2	257	248	9	0	0	0	1	1	0	13	13	0
	14999	1	288	283	5	5	5	0	3	3	0	14	13	1
TOTAL NUMBER OF EMPLOYEES			5900	5287	613	32	28	4	103	94	9	240	198	42

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	0	0	0	0	0	0	0	0	0	0	0	0
	39999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35000	2	0	0	0	0	0	0	0	0	0	0	0	0
	39999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	17	3	14	0	0	0	0	0	0	2	0	2
	29999	3	13	6	7	0	0	0	0	0	0	0	0	0
	12500	2	58	12	46	0	0	0	0	0	0	1	0	1
	14999	1	30	11	19	1	0	1	0	0	0	2	0	2
Sales workers	27500	4	0	0	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	0	0	0	0	0	0	0	0	0	0	0	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	30000	4	35	35	0	0	0	0	0	0	0	0	0	0
	34999	3	32	32	0	0	0	0	0	0	0	0	0	0
	10000	2	21	21	0	0	0	0	0	0	0	0	0	0
	12499	1	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	46	46	0	0	0	0	0	0	0	1	1	0
	29999	3	38	38	0	0	0	0	0	0	0	2	2	0
	12500	2	232	230	2	1	1	0	1	1	0	3	3	0
	14999	1	251	250	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			783	694	89	2	1	1	1	1	0	12	7	5

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	20	15	5	0	0	0	1	1	0	1	1	0
$ 15000 - $ 17499	286	250	36	5	5	0	4	4	0	14	11	3
$ 17500 - $ 19999	327	242	85	0	0	0	2	2	0	25	17	8
$ 20000 - $ 22499	362	285	77	1	0	1	3	2	1	22	11	11
$ 22500 - $ 24999	467	394	73	4	1	3	12	10	2	33	28	5
$ 25000 - $ 27499	300	234	66	3	3	0	7	6	1	17	9	8
$ 27500 - $ 29999	2856	2684	172	12	12	0	46	43	3	68	65	3
$ 30000 - $ 34999	758	698	60	5	5	0	14	14	0	40	36	4
$ 35000 - $ 39999	234	212	22	0	0	0	8	7	1	11	11	0
$ 40000 - $ 49999	187	176	11	1	1	0	5	4	1	5	5	0
$ 50000 - $ 69999	73	67	6	1	1	0	0	0	0	2	2	0
$70000 and over	30	30	0	0	0	0	1	1	0	2	2	0
TOTAL NUMBER OF EMPLOYEES	5900	5287	613	32	28	4	103	94	9	240	198	42

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

SALARY RANGES	---ALL EMPLOYEES---			ABORIGINAL -------PEOPLES------			PERSONS WITH ----DISABILITIES----			MEMBERS OF -VISIBLE MINORITIES-		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	7	7	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	19	18	1	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	285	250	35	1	0	1	0	0	0	3	1	2
$ 17500 - $ 19999	263	235	28	1	1	0	1	1	0	4	3	1
$ 20000 - $ 24999	116	99	17	0	0	0	0	0	0	4	2	2
$ 25000 - $ 29999	86	78	8	0	0	0	0	0	0	1	1	0
$ 30000 - $ 39999	7	7	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	783	694	89	2	1	1	1	1	0	12	7	5

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	4	4	0	0	0	0	0	0	0	0	0	0
Middle or other managers	20	16	4	0	0	0	1	0	1	1	1	0
Professionals	4	1	3	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	47	36	11	0	0	0	1	1	0	1	0	1
Foremen/women	5	4	1	0	0	0	0	0	0	0	0	0
Clerical workers	220	74	146	2	1	1	2	2	0	18	10	8
Sales workers	49	42	7	0	0	0	0	0	0	0	0	0
Service workers	6	6	0	0	0	0	0	0	0	1	1	0
Skilled crafts and trades	34	33	1	2	2	0	0	0	0	2	2	0
Semi-skilled manual workers	692	684	8	2	2	0	1	1	0	10	10	0
Other manual workers	1278	1251	27	6	6	0	2	2	0	12	12	0
TOTAL NUMBER OF EMPLOYEES HIRED	2359	2151	208	12	11	1	7	6	1	46	36	10

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	122	35	87	1	0	1	0	0	0	1	0	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	67	66	1	0	0	0	0	0	0	0	0	0
Other manual workers	1510	1498	12	2	2	0	0	0	0	5	5	0
TOTAL NUMBER OF EMPLOYEES HIRED	1701	1601	100	3	2	1	0	0	0	6	5	1

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	14	12	2	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	26	23	3	0	0	0	0	0	0	1	1	0
Foremen/women	3	3	0	0	0	0	0	0	0	0	0	0
Clerical workers	11	4	7	0	0	0	0	0	0	1	0	1
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	24	23	1	0	0	0	0	0	0	0	0	0
Other manual workers	12	12	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	92	79	13	0	0	0	0	0	0	2	1	1
TOTAL NUMBER OF PROMOTIONS	92	79	13	0	0	0	0	0	0	2	1	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	2	2	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers	38	34	4	0	0	0	2	2	0	0	0	0
Professionals	7	4	3	0	0	0	0	0	0	2	1	1
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	52	43	9	0	0	0	1	1	0	2	1	1
Foremen/women	9	9	0	0	0	0	0	0	0	0	0	0
Clerical workers	176	58	118	1	1	0	2	0	2	5	2	3
Sales workers	32	30	2	0	0	0	0	0	0	0	0	0
Service workers	11	11	0	0	0	0	0	0	0	1	1	0
Skilled crafts and trades	34	34	0	0	0	0	0	0	0	1	1	0
Semi-skilled manual workers	824	822	2	1	1	0	2	2	0	6	6	0
Other manual workers	1241	1217	24	3	3	0	2	2	0	6	6	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	2426	2264	162	5	5	0	9	7	2	23	18	5

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location National

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	4	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	118	46	72	0	0	0	1	1	0	1	0	1
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	62	61	1	0	0	0	0	0	0	0	0	0
Other manual workers	1463	1451	12	1	1	0	0	0	0	5	5	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	1650	1564	86	1	1	0	1	1	0	6	5	1

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	55000	4	1	1	0	0	0	0	0	0	0	0	0	0
	59999	3	4	4	0	0	0	0	1	1	0	0	0	0
	30000	2	2	2	0	0	0	0	0	0	0	0	0	0
	34999	1	4	4	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	30000	4	2	2	0	0	0	0	0	0	0	0	0	0
	34999	3	4	4	0	0	0	0	0	0	0	0	0	0
	22500	2	2	2	0	0	0	0	0	0	0	0	0	0
	24999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	25000	4	0	0	0	0	0	0	0	0	0	0	0	0
	27499	3	0	0	0	0	0	0	0	0	0	0	0	0
	25000	2	0	0	0	0	0	0	0	0	0	0	0	0
	27499	1	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	25000	4	8	7	1	0	0	0	1	1	0	0	0	0
	27499	3	7	2	5	0	0	0	0	0	0	0	0	0
	12500	2	5	3	2	0	0	0	0	0	0	1	1	0
	14999	1	4	0	4	0	0	0	0	0	0	0	0	0
Sales workers	30000	4	0	0	0	0	0	0	0	0	0	0	0	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	27500	4	9	9	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	1	0	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	7	7	0	0	0	0	0	0	0	0	0	0
	29999	3	39	39	0	0	0	0	2	2	0	1	1	0
	17500	2	15	15	0	0	0	0	0	0	0	0	0	0
	19999	1	12	12	0	0	0	0	0	0	0	0	0	0
Other manual workers	25000	4	11	11	0	0	0	0	0	0	0	0	0	0
	27499	3	5	5	0	0	0	0	0	0	0	0	0	0
	12500	2	7	7	0	0	0	0	0	0	0	1	1	0
	14999	1	8	8	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			160	146	14	0	0	0	4	4	0	4	4	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	20000	4	1	1	0	0	0	0	0	0	0	0	0	0
	22499	3	1	1	0	0	0	0	0	0	0	0	0	0
	12500	2	11	11	0	0	0	0	0	0	0	0	0	0
	14999	1	13	13	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			26	26	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	6	5	1	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	9	5	4	0	0	0	0	0	0	1	1	0
$ 17500 - $ 19999	13	9	4	0	0	0	0	0	0	2	2	0
$ 20000 - $ 22499	27	24	3	0	0	0	0	0	0	0	0	0
$ 22500 - $ 24999	39	39	0	0	0	0	2	2	0	0	0	0
$ 25000 - $ 27499	32	31	1	0	0	0	1	1	0	1	1	0
$ 27500 - $ 29999	18	18	0	0	0	0	0	0	0	0	0	0
$ 30000 - $ 34999	7	6	1	0	0	0	0	0	0	0	0	0
$ 35000 - $ 39999	2	2	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	6	6	0	0	0	0	1	1	0	0	0	0
$ 50000 - $ 69999	1	1	0	0	0	0	0	0	0	0	0	0
$70000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	160	146	14	0	0	0	4	4	0	4	4	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	13	13	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	11	11	0	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	1	1	0	0	0	0	0	0	0	0	0	0
$ 20000 - $ 24999	1	1	0	0	0	0	0	0	0	0	0	0
$ 25000 - $ 29999	0	0	0	0	0	0	0	0	0	0	0	0
$ 30000 - $ 39999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	26	26	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	3	3	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	4	3	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	19	19	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	31	27	4	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 `Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	37	37	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	39	38	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	2	1	1	0	0	0	0	0	0	1	0	1
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	3	2	0	0	0	0	0	0	0	0	0
Sales workers	2	2	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27	27	0	0	0	0	0	0	0	0	0	0
Other manual workers	12	12	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	49	46	3	0	0	0	0	0	0	1	0	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Nova Scotia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	37	37	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	40	38	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	45000	4	2	2	0	0	0	0	0	0	0	0	0	0
	49999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35000	2	0	0	0	0	0	0	0	0	0	0	0	0
	39999	1	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	30000	4	1	1	0	0	0	0	0	0	0	0	0	0
	34999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	25000	4	1	1	0	0	0	0	0	0	0	0	0	0
	27499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20000	2	0	0	0	0	0	0	0	0	0	0	0	0
	22499	1	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	4	4	0	0	0	0	0	0	0	0	0	0
	29999	3	3	3	0	0	0	0	1	1	0	0	0	0
	12500	2	1	0	1	0	0	0	0	0	0	0	0	0
	14999	1	4	2	2	0	0	0	0	0	0	0	0	0
Sales workers	30000	4	1	1	0	0	0	0	0	0	0	0	0	0
	34999	3	1	1	0	0	0	0	0	0	0	0	0	0
	25000	2	1	1	0	0	0	0	0	0	0	0	0	0
	27499	1	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	23	23	0	0	0	0	2	2	0	0	0	0
	29999	3	17	17	0	0	0	0	1	1	0	0	0	0
	15000	2	19	19	0	0	0	0	0	0	0	0	0	0
	17499	1	5	5	0	0	0	0	0	0	0	0	0	0
Other manual workers	25000	4	7	7	0	0	0	0	0	0	0	0	0	0
	27499	3	9	9	0	0	0	0	0	0	0	0	0	0
	12500	2	5	5	0	0	0	0	0	0	0	0	0	0
	14999	1	14	14	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			123	120	3	0	0	0	4	4	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	12500	4	0	0	0	0	0	0	0	0	0	0	0	0
	14999	3	0	0	0	0	0	0	0	0	0	0	0	0
	12500	2	0	0	0	0	0	0	0	0	0	0	0	0
	14999	1	1	1	0	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	20000	4	0	0	0	0	0	0	0	0	0	0	0	0
	22499	3	0	0	0	0	0	0	0	0	0	0	0	0
	20000	2	0	0	0	0	0	0	0	0	0	0	0	0
	22499	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	25000	4	1	1	0	0	0	0	0	0	0	0	0	0
	27499	3	0	0	0	0	0	0	0	0	0	0	0	0
	12500	2	0	0	0	0	0	0	0	0	0	0	0	0
	14999	1	17	17	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			20	20	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	8	7	1	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	11	10	1	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	9	9	0	0	0	0	0	0	0	0	0	0
$ 20000 - $ 22499	27	26	1	0	0	0	1	1	0	0	0	0
$ 22500 - $ 24999	25	25	0	0	0	0	1	1	0	0	0	0
$ 25000 - $ 27499	21	21	0	0	0	0	1	1	0	0	0	0
$ 27500 - $ 29999	14	14	0	0	0	0	1	1	0	0	0	0
$ 30000 - $ 34999	5	5	0	0	0	0	0	0	0	0	0	0
$ 35000 - $ 39999	1	1	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	2	2	0	0	0	0	0	0	0	0	0	0
$ 50000 - $ 69999	0	0	0	0	0	0	0	0	0	0	0	0
$70000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	123	120	3	0	0	0	4	4	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	3	3	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	15	15	0	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	0	0	0	0	0	0	0	0	0	0	0	0
$ 20000 - $ 24999	1	1	0	0	0	0	0	0	0	0	0	0
$ 25000 - $ 29999	1	1	0	0	0	0	0	0	0	0	0	0
$ 30000 - $ 39999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	20	20	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers	2	2	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	15	15	0	0	0	0	0	0	0	0	0	0
Other manual workers	15	15	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	34	33	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	47	47	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	51	50	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	1	1	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	5	5	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	2	3	0	0	0	1	0	1	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	16	16	0	0	0	0	0	0	0	0	0	0
Other manual workers	20	20	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	43	40	3	0	0	0	1	0	1	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: New Brunswick

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	2	1	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	4	4	0	0	0	0	0	0	0	0	0	0
Other manual workers	47	47	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	54	53	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	70000 and over	4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70000 and over	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	65000	4	3	3	0	0	0	0	0	0	0	0	0	0
	69999	3	4	4	0	1	1	0	0	0	0	0	0	0
	30000	2	16	16	0	0	0	0	0	0	0	0	0	0
	34999	1	21	19	2	0	0	0	0	0	0	1	1	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	40000	4	7	4	3	0	0	0	0	0	0	0	0	0
	44999	3	22	21	1	0	0	0	0	0	0	0	0	0
	27500	2	31	29	2	0	0	0	2	2	0	0	0	0
	29999	1	7	3	4	0	0	0	1	1	0	0	0	0
Foremen/women	25000	4	1	1	0	0	0	0	0	0	0	0	0	0
	27499	3	0	0	0	0	0	0	0	0	0	0	0	0
	22500	2	0	0	0	0	0	0	0	0	0	0	0	0
	24999	1	2	2	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	36	30	6	0	0	0	1	1	0	1	0	1
	34999	3	59	40	19	2	1	1	2	2	0	1	0	1
	15000	2	26	10	16	0	0	0	1	1	0	0	0	0
	17499	1	26	14	12	0	0	0	0	0	0	0	0	0
Sales workers	45000	4	4	4	0	0	0	0	0	0	0	0	0	0
	49999	3	4	4	0	0	0	0	0	0	0	0	0	0
	27500	2	7	6	1	0	0	0	0	0	0	0	0	0
	29999	1	15	11	4	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	29	29	0	0	0	0	1	1	0	1	1	0
	34999	3	2	2	0	0	0	0	0	0	0	0	0	0
	17500	2	1	1	0	0	0	0	0	0	0	0	0	0
	19999	1	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	30000	4	2	2	0	0	0	0	0	0	0	0	0	0
	34999	3	479	476	3	1	1	0	3	2	1	2	2	0
	20000	2	11	11	0	0	0	0	0	0	0	1	1	0
	22499	1	46	46	0	0	0	0	0	0	0	0	0	0
Other manual workers	30000	4	22	22	0	0	0	0	1	1	0	0	0	0
	34999	3	184	184	0	0	0	0	0	0	0	0	0	0
	15000	2	17	17	0	0	0	0	1	1	0	0	0	0
	17499	1	73	73	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			1160	1087	73	4	3	1	13	12	1	7	5	2

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Quebec

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	22500	4	1	1	0	0	0	0	0	0	0	0	0	0
	24999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	2	1	1	0	0	0	0	0	0	0	0	0
	19999	1	5	1	4	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	2	2	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	20000	2	1	1	0	0	0	0	0	0	0	0	0	0
	22499	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	22500	4	1	1	0	0	0	0	0	0	0	0	0	0
	24999	3	3	3	0	0	0	0	0	0	0	0	0	0
	15000	2	28	28	0	0	0	0	0	0	0	0	0	0
	17499	1	104	104	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			148	143	5	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	16	11	5	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	85	77	8	0	0	0	0	0	0	0	0	0
$ 20000 - $ 22499	41	34	7	0	0	0	0	0	0	0	0	0
$ 22500 - $ 24999	86	72	14	1	0	1	2	2	0	1	0	1
$ 25000 - $ 27499	28	21	7	0	0	0	0	0	0	1	1	0
$ 27500 - $ 29999	732	715	17	2	2	0	8	7	1	3	2	1
$ 30000 - $ 34999	88	79	9	0	0	0	3	3	0	1	1	0
$ 35000 - $ 39999	43	39	4	0	0	0	0	0	0	1	1	0
$ 40000 - $ 49999	33	31	2	0	0	0	0	0	0	0	0	0
$ 50000 - $ 69999	7	7	0	1	1	0	0	0	0	0	0	0
$70000 and over	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	1160	1087	73	4	3	1	13	12	1	7	5	2

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	104	104	0	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	35	31	4	0	0	0	0	0	0	0	0	0
$ 20000 - $ 24999	7	6	1	0	0	0	0	0	0	0	0	0
$ 25000 - $ 29999	2	2	0	0	0	0	0	0	0	0	0	0
$ 30000 - $ 39999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	148	143	5	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	4	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	11	9	2	0	0	0	1	1	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	34	19	15	0	0	0	0	0	0	0	0	0
Sales workers	13	10	3	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	126	126	0	0	0	0	1	1	0	0	0	0
Other manual workers	154	153	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	347	325	22	0	0	0	2	2	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	12	5	7	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	4	3	1	0	0	0	0	0	0	0	0	0
Other manual workers	748	746	2	1	1	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES HIRED	765	755	10	1	1	0	0	0	0	2	2	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	4	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	6	5	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	14	12	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	14	12	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	4	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	12	12	0	0	0	0	0	0	0	0	0	0
Foremen/women	3	3	0	0	0	0	0	0	0	0	0	0
Clerical workers	30	13	17	0	0	0	0	0	0	1	0	1
Sales workers	6	6	0	0	0	0	0	0	0	0	0	0
Service workers	1	1	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	173	173	0	0	0	0	1	1	0	0	0	0
Other manual workers	146	145	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	377	358	19	0	0	0	1	1	0	2	1	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Quebec

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	21	15	6	0	0	0	1	1	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	5	4	1	0	0	0	0	0	0	0	0	0
Other manual workers	718	715	3	1	1	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	745	735	10	1	1	0	1	1	0	2	2	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	70000	4	10	10	0	0	0	0	1	1	0	0	0	0
	and over	3	3	3	0	0	0	0	0	0	0	0	0	0
	65000	2	3	3	0	0	0	0	0	0	0	0	0	0
	69999	1	8	8	0	0	0	0	0	0	0	1	1	0
Middle or other managers	70000	4	5	5	0	0	0	0	0	0	0	0	0	0
	and over	3	22	20	2	0	0	0	0	0	0	1	1	0
	30000	2	51	46	5	0	0	0	2	1	1	1	1	0
	34999	1	54	48	6	0	0	0	0	0	0	1	1	0
Professionals	60000	4	5	4	1	0	0	0	0	0	0	0	0	0
	64999	3	9	9	0	0	0	0	0	0	0	3	3	0
	22500	2	4	3	1	0	0	0	0	0	0	0	0	0
	24999	1	3	2	1	0	0	0	0	0	0	2	1	1
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	50000	4	7	6	1	0	0	0	0	0	0	0	0	0
	54999	3	32	26	6	0	0	0	2	2	0	2	2	0
	25000	2	128	113	15	0	0	0	5	4	1	7	6	1
	27499	1	27	19	8	0	0	0	0	0	0	2	2	0
Foremen/women	27500	4	6	5	1	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	22500	2	3	3	0	0	0	0	0	0	0	0	0	0
	24999	1	3	3	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	165	75	90	0	0	0	8	6	2	4	3	1
	34999	3	119	35	84	2	0	2	5	2	3	18	9	9
	12500	2	126	30	96	1	0	1	1	0	1	21	5	16
	14999	1	34	11	23	0	0	0	2	2	0	9	4	5
Sales workers	45000	4	8	8	0	1	1	0	0	0	0	0	0	0
	49999	3	5	5	0	0	0	0	0	0	0	0	0	0
	27500	2	18	12	6	0	0	0	0	0	0	1	1	0
	29999	1	25	16	9	0	0	0	0	0	0	2	1	1
Service workers	25000	4	1	1	0	0	0	0	0	0	0	0	0	0
	27499	3	1	1	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	2	2	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	35000	4	73	73	0	1	1	0	3	3	0	11	11	0
	39999	3	28	28	0	1	1	0	0	0	0	8	8	0
	20000	2	6	6	0	0	0	0	0	0	0	1	1	0
	22499	1	7	7	0	1	1	0	0	0	0	1	1	0
Semi-skilled manual workers	30000	4	2	2	0	0	0	0	0	0	0	0	0	0
	34999	3	1077	1065	12	8	8	0	15	15	0	27	27	0
	15000	2	88	87	1	0	0	0	2	2	0	10	10	0
	17499	1	48	45	3	0	0	0	1	1	0	3	3	0
Other manual workers	30000	4	49	49	0	0	0	0	0	0	0	1	1	0
	34999	3	241	237	4	0	0	0	5	5	0	26	25	1
	15000	2	42	42	0	0	0	0	0	0	0	5	5	0
	17499	1	247	235	12	5	5	0	2	2	0	20	19	1
TOTAL NUMBER OF EMPLOYEES			2795	2408	387	20	17	3	54	46	8	188	152	36

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Ontario

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	0	0	0	0	0	0	0	0	0	0	0	0
	39999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35000	2	0	0	0	0	0	0	0	0	0	0	0	0
	39999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Ontario

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	11	3	8	0	0	0	0	0	0	2	0	2
	29999	3	9	4	5	0	0	0	0	0	0	0	0	0
	12500	2	43	9	34	0	0	0	0	0	0	1	0	1
	14999	1	23	9	14	0	0	0	0	0	0	2	0	2
Sales workers	27500	4	0	0	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	0	0	0	0	0	0	0	0	0	0	0	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	24	24	0	0	0	0	0	0	0	0	0	0
	29999	3	24	24	0	0	0	0	0	0	0	0	0	0
	10000	2	1	1	0	0	0	0	0	0	0	0	0	0
	12499	1	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	36	36	0	0	0	0	0	0	0	1	1	0
	29999	3	10	10	0	0	0	0	0	0	0	0	0	0
	15000	2	186	185	1	1	1	0	0	0	0	4	4	0
	17499	1	56	55	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			433	370	63	1	1	0	0	0	0	11	6	5

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	3	1	2	0	0	0	1	1	0	1	1	0
$ 15000 - $ 17499	179	160	19	5	5	0	4	4	0	13	10	3
$ 17500 - $ 19999	156	99	57	0	0	0	0	0	0	23	15	8
$ 20000 - $ 22499	150	95	55	1	0	1	1	0	1	21	10	11
$ 22500 - $ 24999	207	161	46	3	1	2	6	4	2	31	27	4
$ 25000 - $ 27499	128	86	42	0	0	0	3	2	1	13	7	6
$ 27500 - $ 29999	1444	1338	106	8	8	0	26	24	2	46	46	0
$ 30000 - $ 34999	220	188	32	2	2	0	4	4	0	26	22	4
$ 35000 - $ 39999	128	114	14	0	0	0	5	4	1	8	8	0
$ 40000 - $ 49999	105	96	9	1	1	0	3	2	1	3	3	0
$ 50000 - $ 69999	48	43	5	0	0	0	0	0	0	2	2	0
$70000 and over	27	27	0	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	2795	2408	387	20	17	3	54	46	8	188	152	36

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	7	7	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	2	1	1	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	95	66	29	0	0	0	0	0	0	3	1	2
$ 17500 - $ 19999	181	163	18	1	1	0	0	0	0	3	2	1
$ 20000 - $ 24999	80	67	13	0	0	0	0	0	0	4	2	2
$ 25000 - $ 29999	66	64	2	0	0	0	0	0	0	1	1	0
$ 30000 - $ 39999	2	2	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	433	370	63	1	1	0	0	0	0	11	6	5

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	4	4	0	0	0	0	0	0	0	0	0	0
Middle or other managers	12	9	3	0	0	0	1	0	1	1	1	0
Professionals	4	1	3	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	27	18	9	0	0	0	0	0	0	1	0	1
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	136	50	86	1	0	1	2	2	0	17	9	8
Sales workers	21	17	4	0	0	0	0	0	0	0	0	0
Service workers	6	6	0	0	0	0	0	0	0	1	1	0
Skilled crafts and trades	21	21	0	2	2	0	0	0	0	2	2	0
Semi-skilled manual workers	334	328	6	0	0	0	0	0	0	9	9	0
Other manual workers	957	932	25	6	6	0	1	1	0	12	12	0
TOTAL NUMBER OF EMPLOYEES HIRED	1524	1388	136	9	8	1	4	3	1	44	34	10

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	86	27	59	0	0	0	0	0	0	1	0	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	39	39	0	0	0	0	0	0	0	0	0	0
Other manual workers	521	513	8	1	1	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES HIRED	647	580	67	1	1	0	0	0	0	3	2	1

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	3	1	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	16	14	2	0	0	0	0	0	0	1	1	0
Foremen/women	1	1	0	0	0	0	0	0	0	0	0	0
Clerical workers	7	2	5	0	0	0	0	0	0	1	0	1
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	18	17	1	0	0	0	0	0	0	0	0	0
Other manual workers	7	7	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	54	45	9	0	0	0	0	0	0	2	1	1
TOTAL NUMBER OF PROMOTIONS	54	45	9	0	0	0	0	0	0	2	1	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	2	2	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers	28	25	3	0	0	0	2	2	0	0	0	0
Professionals	7	4	3	0	0	0	0	0	0	2	1	1
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	29	21	8	0	0	0	1	1	0	1	1	0
Foremen/women	3	3	0	0	0	0	0	0	0	0	0	0
Clerical workers	103	35	68	0	0	0	1	0	1	3	1	2
Sales workers	14	13	1	0	0	0	0	0	0	0	0	0
Service workers	10	10	0	0	0	0	0	0	0	1	1	0
Skilled crafts and trades	27	27	0	0	0	0	0	0	0	1	1	0
Semi-skilled manual workers	392	391	1	0	0	0	1	1	0	5	5	0
Other manual workers	915	893	22	3	3	0	2	2	0	5	5	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	1530	1424	106	3	3	0	7	6	1	18	15	3

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Ontario

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	4	4	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	80	29	51	0	0	0	0	0	0	1	0	1
Sales workers	1	0	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	43	43	0	0	0	0	0	0	0	0	0	0
Other manual workers	528	521	7	0	0	0	0	0	0	3	3	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	656	597	59	0	0	0	0	0	0	4	3	1

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Manitoba

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	65000	4	1	1	0	0	0	0	0	0	0	0	0	0
	69999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35000	2	1	1	0	0	0	0	0	0	0	0	0	0
	39999	1	2	2	0	0	0	0	0	0	0	2	2	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	4	4	0	0	0	0	1	1	0	0	0	0
	39999	3	2	2	0	0	0	0	1	1	0	0	0	0
	27500	2	1	1	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	27500	4	0	0	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Manitoba

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	3	2	1	0	0	0	1	1	0	0	0	0
	34999	3	12	8	4	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers	40000	4	1	1	0	0	0	0	0	0	0	0	0	0
	44999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	2	2	0	0	0	0	0	0	0	0	0	0
	29999	1	2	1	1	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	13	13	0	0	0	0	0	0	0	0	0	0
	34999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	84	84	0	1	1	0	1	1	0	2	2	0
	29999	3	6	6	0	0	0	0	0	0	0	0	0	0
	17500	2	11	11	0	0	0	0	0	0	0	0	0	0
	19999	1	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	30000	4	18	18	0	1	1	0	0	0	0	0	0	0
	34999	3	8	8	0	0	0	0	0	0	0	0	0	0
	15000	2	3	3	0	0	0	0	0	0	0	0	0	0
	17499	1	14	14	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			202	193	9	2	2	0	4	4	0	4	4	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Manitoba

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	0	0	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	3	3	0	0	0	0	0	0	0	0	0	0
	29999	3	1	1	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	1	1	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	11	11	0	0	0	0	0	0	0	0	0	0
	17499	1	6	6	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			25	24	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	6	5	1	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	17	15	2	0	0	0	0	0	0	0	0	0
$ 20000 - $ 22499	12	12	0	0	0	0	0	0	0	0	0	0
$ 22500 - $ 24999	11	11	0	0	0	0	0	0	0	0	0	0
$ 25000 - $ 27499	19	17	2	1	1	0	0	0	0	0	0	0
$ 27500 - $ 29999	106	102	4	1	1	0	1	1	0	2	2	0
$ 30000 - $ 34999	21	21	0	0	0	0	2	2	0	0	0	0
$ 35000 - $ 39999	6	6	0	0	0	0	1	1	0	1	1	0
$ 40000 - $ 49999	2	2	0	0	0	0	0	0	0	1	1	0
$ 50000 - $ 69999	2	2	0	0	0	0	0	0	0	0	0	0
$70000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	202	193	9	2	2	0	4	4	0	4	4	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	6	6	0	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	13	13	0	0	0	0	0	0	0	0	0	0
$ 20000 - $ 24999	1	1	0	0	0	0	0	0	0	0	0	0
$ 25000 - $ 29999	5	4	1	0	0	0	0	0	0	0	0	0
$ 30000 - $ 39999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	25	24	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	11	11	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	24	21	3	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	14	13	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	14	13	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	3	3	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Manitoba

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	2	1	1	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	10	10	0	0	0	0	0	0	0	0	0	0
Other manual workers	13	13	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	27	24	3	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location · Province/Territory: Manitoba

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	6	5	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	9	6	3	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	45000	4	1	1	0	0	0	0	0	0	0	0	0	0
	49999	3	1	1	0	0	0	0	0	0	0	0	0	0
	35000	2	0	0	0	0	0	0	0	0	0	0	0	0
	39999	1	3	3	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	1	1	0	0	0	0	0	0	0	0	0	0
	39999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	2	2	0	1	1	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	10	9	1	0	0	0	0	0	0	0	0	0
	34999	3	2	0	2	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	12	3	9	0	0	0	0	0	0	0	0	0
Sales workers	35000	4	2	2	0	0	0	0	0	0	0	0	0	0
	39999	3	1	1	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	15000	4	0	0	0	0	0	0	0	0	0	0	0	0
	17499	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	30000	4	2	2	0	0	0	0	0	0	0	0	0	0
	34999	3	32	32	0	0	0	0	1	1	0	0	0	0
	17500	2	3	3	0	1	1	0	0	0	0	0	0	0
	19999	1	28	28	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	6	6	0	0	0	0	0	0	0	0	0	0
	29999	3	3	3	0	0	0	0	0	0	0	0	0	0
	15000	2	3	3	0	0	0	0	0	0	0	0	0	0
	17499	1	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			118	106	12	2	2	0	1	1	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	15000	4	1	0	1	0	0	0	0	0	0	0	0	0
	17499	3	2	1	1	1	0	1	0	0	0	0	0	0
	15000	2	2	0	2	0	0	0	0	0	0	0	0	0
	17499	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	17500	4	1	1	0	0	0	0	1	1	0	0	0	0
	19999	3	5	4	1	0	0	0	0	0	0	0	0	0
	15000	2	6	6	0	0	0	0	0	0	0	1	1	0
	17499	1	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			23	17	6	1	0	1	1	1	0	1	1	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	2	2	0	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	20	12	8	0	0	0	0	0	0	0	0	0
$ 20000 - $ 22499	25	24	1	0	0	0	0	0	0	0	0	0
$ 22500 - $ 24999	6	5	1	0	0	0	0	0	0	0	0	0
$ 25000 - $ 27499	7	6	1	1	1	0	1	1	0	0	0	0
$ 27500 - $ 29999	43	42	1	0	0	0	0	0	0	0	0	0
$ 30000 - $ 34999	7	7	0	1	1	0	0	0	0	0	0	0
$ 35000 - $ 39999	6	6	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	2	2	0	0	0	0	0	0	0	0	0	0
$ 50000 - $ 69999	0	0	0	0	0	0	0	0	0	0	0	0
$70000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	118	106	12	2	2	0	1	1	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	11	6	5	1	0	1	0	0	0	0	0	0
$ 17500 - $ 19999	12	11	1	0	0	0	1	1	0	1	1	0
$ 20000 - $ 24999	0	0	0	0	0	0	0	0	0	0	0	0
$ 25000 - $ 29999	0	0	0	0	0	0	0	0	0	0	0	0
$ 30000 - $ 39999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	23	17	6	1	0	1	1	1	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers	3	3	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	15	15	0	1	1	0	0	0	0	1	1	0
Other manual workers	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	23	22	1	1	1	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	0	5	1	0	1	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	25	25	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES HIRED	32	27	5	1	0	1	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	2	2	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	4	0	4	0	0	0	0	0	0	0	0	0
Sales workers	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	33	33	0	1	1	0	0	0	0	1	1	0
Other manual workers	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	45	41	4	1	1	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Saskatchewan

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	16	16	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	20	18	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	65000	4	1	1	0	0	0	0	0	0	0	0	0	0
	69999	3	2	2	0	0	0	0	0	0	0	0	0	0
	35000	2	5	5	0	0	0	0	0	0	0	0	0	0
	39999	1	7	7	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	4	4	0	0	0	0	0	0	0	0	0	0
	39999	3	7	6	1	0	0	0	0	0	0	0	0	0
	27500	2	6	5	1	0	0	0	0	0	0	0	0	0
	29999	1	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: Alberta

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	24	13	11	0	0	0	0	0	0	0	0	0
	34999	3	5	0	5	0	0	0	0	0	0	0	0	0
	15000	2	2	1	1	0	0	0	1	1	0	0	0	0
	17499	1	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers	35000	4	2	2	0	0	0	0	0	0	0	0	0	0
	39999	3	4	4	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	3	2	1	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	2	2	0	0	0	0	0	0	0	0	0	0
	34999	3	16	16	0	0	0	0	0	0	0	1	1	0
	27500	2	2	2	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	35000	4	1	1	0	0	0	0	0	0	0	0	0	0
	39999	3	176	176	0	1	1	0	7	7	0	1	1	0
	20000	2	16	16	0	1	1	0	0	0	0	0	0	0
	22499	1	24	22	2	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	32	32	0	0	0	0	1	1	0	0	0	0
	29999	3	11	11	0	0	0	0	0	0	0	0	0	0
	15000	2	7	6	1	0	0	0	0	0	0	0	0	0
	17499	1	33	33	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			397	370	27	2	2	0	10	10	0	2	2	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Clerical workers	17500	4	2	0	2	0	0	0	0	0	0	0	0	0
	19999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	3	1	2	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	2	2	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	1	1	0	0	0	0	0	0	0	0	0	0
	19999	1	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	20000	4	1	1	0	0	0	0	0	0	0	0	0	0
	22499	3	13	13	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	6	6	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			35	31	4	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	26	23	3	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	10	10	0	0	0	0	1	1	0	0	0	0
$ 20000 - $ 22499	22	20	2	0	0	0	1	1	0	0	0	0
$ 22500 - $ 24999	26	21	5	0	0	0	0	0	0	0	0	0
$ 25000 - $ 27499	21	18	3	1	1	0	0	0	0	0	0	0
$ 27500 - $ 29999	229	219	10	1	1	0	8	8	0	1	1	0
$ 30000 - $ 34999	38	34	4	0	0	0	0	0	0	1	1	0
$ 35000 - $ 39999	12	12	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	9	9	0	0	0	0	0	0	0	0	0	0
$ 50000 - $ 69999	4	4	0	0	0	0	0	0	0	0	0	0
$70000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	397	370	27	2	2	0	10	10	0	2	2	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	6	6	0	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	19	15	4	0	0	0	0	0	0	0	0	0
$ 20000 - $ 24999	8	8	0	0	0	0	0	0	0	0	0	0
$ 25000 - $ 29999	2	2	0	0	0	0	0	0	0	0	0	0
$ 30000 - $ 39999	0	0	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	35	31	4	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	10	2	8	1	1	0	0	0	0	0	0	0
Sales workers	4	4	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	56	56	0	1	1	0	0	0	0	0	0	0
Other manual workers	78	77	1	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	150	141	9	2	2	0	1	1	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	5	1	4	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	11	11	0	0	0	0	0	0	0	0	0	0
Other manual workers	55	55	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	71	67	4	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	3	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	5	5	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	9	2	7	1	1	0	0	0	0	0	0	0
Sales workers	4	4	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	77	77	0	0	0	0	0	0	0	0	0	0
Other manual workers	82	81	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	174	166	8	1	1	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: Alberta

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	5	5	0	0	0	0	0	0	0	0	0	0
Other manual workers	58	58	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	65	63	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	70000 and over	4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70000 and over	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	70000 and over	4	1	1	0	0	0	0	0	0	0	1	1	0
		3	4	4	0	0	0	0	0	0	0	0	0	0
	35000	2	7	7	0	0	0	0	0	0	0	0	0	0
	39999	1	22	22	0	0	0	0	0	0	0	1	1	0
Professionals	50000	4	0	0	0	0	0	0	0	0	0	0	0	0
	54999	3	0	0	0	0	0	0	0	0	0	0	0	0
	50000	2	0	0	0	0	0	0	0	0	0	0	0	0
	54999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	50000	4	1	0	1	0	0	0	0	0	0	0	0	0
	54999	3	5	5	0	0	0	0	0	0	0	0	0	0
	27500	2	22	18	4	0	0	0	2	2	0	0	0	0
	29999	1	14	12	2	0	0	0	1	1	0	0	0	0
Foremen/women	30000	4	1	0	1	0	0	0	0	0	0	0	0	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	25000	2	0	0	0	0	0	0	0	0	0	0	0	0
	27499	1	1	0	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: British Columbia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	7	2	5	0	0	0	0	0	0	0	0	0
	34999	3	54	19	35	0	0	0	0	0	0	8	5	3
	15000	2	14	0	14	0	0	0	0	0	0	1	0	1
	17499	1	8	0	8	0	0	0	0	0	0	0	0	0
Sales workers	40000	4	1	1	0	0	0	0	0	0	0	0	0	0
	44999	3	4	4	0	0	0	0	0	0	0	1	1	0
	27500	2	4	4	0	0	0	0	0	0	0	0	0	0
	29999	1	6	3	3	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	35000	4	2	2	0	0	0	0	1	1	0	0	0	0
	39999	3	4	4	0	0	0	0	0	0	0	0	0	0
	30000	2	13	13	0	0	0	0	0	0	0	5	5	0
	34999	1	4	4	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	35000	4	185	183	2	1	1	0	2	2	0	3	3	0
	39999	3	242	239	3	1	1	0	2	2	0	4	4	0
	17500	2	36	36	0	0	0	0	0	0	0	0	0	0
	19999	1	26	26	0	0	0	0	0	0	0	0	0	0
Other manual workers	30000	4	84	83	1	0	0	0	2	2	0	7	7	0
	34999	3	39	39	0	0	0	0	0	0	0	2	2	0
	15000	2	8	8	0	0	0	0	0	0	0	0	0	0
	17499	1	34	34	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			855	775	80	2	2	0	11	11	0	33	29	4

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: British Columbia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			ALL TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Province/Territory: British Columbia

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	4	0	4	0	0	0	0	0	0	0	0	0
	29999	3	3	0	3	0	0	0	0	0	0	0	0	0
	15000	2	3	1	2	0	0	0	0	0	0	0	0	0
	17499	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	30000	4	5	5	0	0	0	0	0	0	0	0	0	0
	34999	3	3	3	0	0	0	0	0	0	0	0	0	0
	20000	2	3	3	0	0	0	0	0	0	0	0	0	0
	22499	1	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	1	1	0	0	0	0	0	0	0	0	0	0
	29999	3	2	2	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	36	36	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			68	58	10	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Form 3 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $10000	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	33	30	3	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	9	5	4	0	0	0	1	1	0	0	0	0
$ 20000 - $ 22499	28	25	3	0	0	0	0	0	0	0	0	0
$ 22500 - $ 24999	31	24	7	0	0	0	0	0	0	0	0	0
$ 25000 - $ 27499	42	32	10	0	0	0	0	0	0	2	0	2
$ 27500 - $ 29999	269	235	34	0	0	0	2	2	0	16	14	2
$ 30000 - $ 34999	369	355	14	2	2	0	5	5	0	12	12	0
$ 35000 - $ 39999	34	30	4	0	0	0	2	2	0	1	1	0
$ 40000 - $ 49999	27	27	0	0	0	0	1	1	0	1	1	0
$ 50000 - $ 69999	11	10	1	0	0	0	0	0	0	0	0	0
$70000 and over	2	2	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES	855	775	80	2	2	0	11	11	0	33	29	4

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

SALARY RANGES	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Under $ 2500	0	0	0	0	0	0	0	0	0	0	0	0
$ 2500 - $ 4999	0	0	0	0	0	0	0	0	0	0	0	0
$ 5000 - $ 7499	0	0	0	0	0	0	0	0	0	0	0	0
$ 7500 - $ 9999	0	0	0	0	0	0	0	0	0	0	0	0
$ 10000 - $ 12499	0	0	0	0	0	0	0	0	0	0	0	0
$ 12500 - $ 14999	0	0	0	0	0	0	0	0	0	0	0	0
$ 15000 - $ 17499	36	35	1	0	0	0	0	0	0	0	0	0
$ 17500 - $ 19999	2	1	1	0	0	0	0	0	0	0	0	0
$ 20000 - $ 24999	15	12	3	0	0	0	0	0	0	0	0	0
$ 25000 - $ 29999	10	5	5	0	0	0	0	0	0	0	0	0
$ 30000 - $ 39999	5	5	0	0	0	0	0	0	0	0	0	0
$ 40000 - $ 49999	0	0	0	0	0	0	0	0	0	0	0	0
$50000 and over	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	68	58	10	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	6	6	0	0	0	0	0	0	0	0	0	0
Foremen/women	1	0	1	0	0	0	0	0	0	0	0	0
Clerical workers	27	1	26	0	0	0	0	0	0	1	1	0
Sales workers	5	5	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	104	102	2	0	0	0	0	0	0	0	0	0
Other manual workers	50	50	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	197	168	29	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	11	1	10	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	8	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	60	59	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	79	68	11	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	2	2	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	3	3	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	3	1	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	10	8	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	10	8	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Form 6 Part A

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	4	4	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	7	7	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	17	3	14	0	0	0	0	0	0	1	1	0
Sales workers	3	3	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	80	79	1	0	0	0	0	0	0	0	0	0
Other manual workers	37	37	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	150	135	15	0	0	0	0	0	0	1	1	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Province/Territory: British Columbia

OCCUPATIONAL GROUPS	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	0	6	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	2	2	0	0	0	0	0	0	0	0	0	0
Other manual workers	51	50	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	59	52	7	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Halifax

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	55000	4	1	1	0	0	0	0	0	0	0	0	0	0
	59999	3	3	3	0	0	0	0	1	1	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	30000	4	1	1	0	0	0	0	0	0	0	0	0	0
	34999	3	3	3	0	0	0	0	0	0	0	0	0	0
	22500	2	0	0	0	0	0	0	0	0	0	0	0	0
	24999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Halifax

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	25000	4	7	6	1	0	0	0	1	1	0	0	0	0
	27499	3	2	1	1	0	0	0	0	0	0	0	0	0
	15000	2	3	0	3	0	0	0	0	0	0	0	0	0
	17499	1	6	3	3	0	0	0	0	0	0	1	1	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	27500	4	9	9	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	1	0	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	7	7	0	0	0	0	0	0	0	0	0	0
	29999	3	24	24	0	0	0	0	1	1	0	1	1	0
	17500	2	8	8	0	0	0	0	0	0	0	0	0	0
	19999	1	6	6	0	0	0	0	0	0	0	0	0	0
Other manual workers	25000	4	11	11	0	0	0	0	0	0	0	0	0	0
	27499	3	3	3	0	0	0	0	0	0	0	0	0	0
	12500	2	7	7	0	0	0	0	0	0	0	1	1	0
	14999	1	4	4	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			108	99	9	0	0	0	3	3	0	4	4	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Halifax

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Halifax

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	17500	4	1	1	0	0	0	0	0	0	0	0	0	0
	19999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	1	1	0	0	0	0	0	0	0	0	0	0
	17499	1	9	9	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			11	11	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Montreal

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	70000 and over	4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70000 and over	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	65000	4	3	3	0	0	0	0	0	0	0	0	0	0
	69999	3	4	4	0	1	1	0	0	0	0	0	0	0
	30000	2	13	13	0	0	0	0	0	0	0	0	0	0
	34999	1	16	14	2	0	0	0	0	0	0	1	1	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	40000	4	7	4	3	0	0	0	0	0	0	0	0	0
	44999	3	17	16	1	0	0	0	0	0	0	0	0	0
	27500	2	27	25	2	0	0	0	2	2	0	0	0	0
	29999	1	6	3	3	0	0	0	1	1	0	0	0	0
Foremen/women	25000	4	1	1	0	0	0	0	0	0	0	0	0	0
	27499	3	0	0	0	0	0	0	0	0	0	0	0	0
	22500	2	0	0	0	0	0	0	0	0	0	0	0	0
	24999	1	2	2	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Montreal

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	58	45	13	1	1	0	3	3	0	1	0	1
	29999	3	29	10	19	1	0	1	0	0	0	1	0	1
	15000	2	20	10	10	0	0	0	0	0	0	0	0	0
	17499	1	13	4	9	0	0	0	0	0	0	0	0	0
Sales workers	45000	4	4	4	0	0	0	0	0	0	0	0	0	0
	49999	3	4	4	0	0	0	0	0	0	0	0	0	0
	27500	2	4	3	1	0	0	0	0	0	0	0	0	0
	29999	1	11	7	4	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	28	28	0	0	0	0	1	1	0	1	1	0
	34999	3	2	2	0	0	0	0	0	0	0	0	0	0
	17500	2	1	1	0	0	0	0	0	0	0	0	0	0
	19999	1	2	2	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	30000	4	2	2	0	0	0	0	0	0	0	0	0	0
	34999	3	273	273	0	1	1	0	1	1	0	2	2	0
	20000	2	7	7	0	0	0	0	0	0	0	1	1	0
	22499	1	21	21	0	0	0	0	0	0	0	0	0	0
Other manual workers	30000	4	21	21	0	0	0	0	1	1	0	0	0	0
	34999	3	174	174	0	0	0	0	0	0	0	0	0	0
	15000	2	16	16	0	0	0	0	1	1	0	0	0	0
	17499	1	66	66	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			853	786	67	4	3	1	10	10	0	7	5	2

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Montreal

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Montreal

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	22500	4	1	1	0	0	0	0	0	0	0	0	0	0
	24999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	1	0	1	0	0	0	0	0	0	0	0	0
	19999	1	4	0	4	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	2	2	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	20000	2	0	0	0	0	0	0	0	0	0	0	0	0
	22499	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	17500	4	23	23	0	0	0	0	0	0	0	0	0	0
	19999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	7	7	0	0	0	0	0	0	0	0	0	0
	17499	1	86	86	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			125	120	5	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	70000 and over	4	10	10	0	0	0	0	1	1	0	0	0	0
		3	3	3	0	0	0	0	0	0	0	0	0	0
	65000	2	3	3	0	0	0	0	0	0	0	0	0	0
	69999	1	8	8	0	0	0	0	0	0	0	1	1	0
Middle or other managers	70000 and over	4	4	4	0	0	0	0	0	0	0	0	0	0
		3	18	16	2	0	0	0	0	0	0	1	1	0
	30000	2	35	30	5	0	0	0	1	0	1	1	1	0
	34999	1	37	31	6	0	0	0	0	0	0	1	1	0
Professionals	60000	4	5	4	1	0	0	0	0	0	0	0	0	0
	64999	3	9	9	0	0	0	0	0	0	0	3	3	0
	22500	2	4	3	1	0	0	0	0	0	0	0	0	0
	24999	1	3	2	1	0	0	0	0	0	0	2	1	1
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	50000	4	5	4	1	0	0	0	0	0	0	0	0	0
	54999	3	24	19	5	0	0	0	2	2	0	2	2	0
	25000	2	83	69	14	0	0	0	4	3	1	7	6	1
	27499	1	26	18	8	0	0	0	0	0	0	2	2	0
Foremen/women	25000	4	3	3	0	0	0	0	0	0	0	0	0	0
	27499	3	0	0	0	0	0	0	0	0	0	0	0	0
	22500	2	2	2	0	0	0	0	0	0	0	0	0	0
	24999	1	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	104	49	55	0	0	0	7	5	2	4	3	1
	34999	3	108	34	74	1	0	1	5	2	3	16	9	7
	12500	2	114	28	86	1	0	1	1	0	1	21	5	16
	14999	1	29	11	18	0	0	0	2	2	0	9	4	5
Sales workers	45000	4	4	4	0	1	1	0	0	0	0	0	0	0
	49999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30000	2	4	4	0	0	0	0	0	0	0	1	1	0
	34999	1	16	11	5	0	0	0	0	0	0	2	1	1
Service workers	25000	4	1	1	0	0	0	0	0	0	0	0	0	0
	27499	3	1	1	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	2	2	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	60	60	0	1	1	0	2	2	0	11	11	0
	34999	3	20	20	0	1	1	0	0	0	0	6	6	0
	20000	2	4	4	0	0	0	0	0	0	0	1	1	0
	22499	1	6	6	0	1	1	0	0	0	0	1	1	0
Semi-skilled manual workers	30000	4	1	1	0	0	0	0	0	0	0	0	0	0
	34999	3	298	297	1	3	3	0	2	2	0	21	21	0
	15000	2	41	41	0	0	0	0	1	1	0	10	10	0
	17499	1	14	13	1	0	0	0	1	1	0	3	3	0
Other manual workers	30000	4	43	43	0	0	0	0	0	0	0	1	1	0
	34999	3	196	194	2	0	0	0	4	4	0	23	22	1
	15000	2	23	23	0	0	0	0	0	0	0	4	4	0
	17499	1	173	168	5	5	5	0	1	1	0	19	18	1
TOTAL NUMBER OF EMPLOYEES			1547	1256	291	14	12	2	34	26	8	173	139	34

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	0	0	0	0	0	0	0	0	0	0	0	0
	39999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35000	2	0	0	0	0	0	0	0	0	0	0	0	0
	39999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Toronto

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	9	2	7	0	0	0	0	0	0	2	0	2
	29999	3	7	3	4	0	0	0	0	0	0	0	0	0
	12500	2	28	6	22	0	0	0	0	0	0	1	0	1
	14999	1	23	9	14	0	0	0	0	0	0	2	0	2
Sales workers	27500	4	0	0	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	5	5	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	28	28	0	0	0	0	0	0	0	0	0	0
	29999	3	8	8	0	0	0	0	0	0	0	0	0	0
	15000	2	121	121	0	0	0	0	0	0	0	3	3	0
	17499	1	36	36	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES			268	221	47	0	0	0	0	0	0	9	4	5

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Winnipeg

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	65000	4	1	1	0	0	0	0	0	0	0	0	0	0
	69999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35000	2	1	1	0	0	0	0	0	0	0	0	0	0
	39999	1	2	2	0	0	0	0	0	0	0	2	2	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	4	4	0	0	0	0	1	1	0	0	0	0
	39999	3	1	1	0	0	0	0	0	0	0	0	0	0
	27500	2	1	1	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Winnipeg

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	3	2	1	0	0	0	1	1	0	0	0	0
	34999	3	11	7	4	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers	40000	4	1	1	0	0	0	0	0	0	0	0	0	0
	44999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	2	2	0	0	0	0	0	0	0	0	0	0
	29999	1	2	1	1	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	13	13	0	0	0	0	0	0	0	0	0	0
	34999	3	1	1	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	73	73	0	1	1	0	1	1	0	2	2	0
	29999	3	5	5	0	0	0	0	0	0	0	0	0	0
	17500	2	9	9	0	0	0	0	0	0	0	0	0	0
	19999	1	6	6	0	0	0	0	0	0	0	0	0	0
Other manual workers	30000	4	18	18	0	1	1	0	0	0	0	0	0	0
	34999	3	8	8	0	0	0	0	0	0	0	0	0	0
	15000	2	2	2	0	0	0	0	0	0	0	0	0	0
	17499	1	14	14	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			183	174	9	2	2	0	3	3	0	4	4	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Winnipeg

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Winnipeg

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	27500	4	0	0	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	3	3	0	0	0	0	0	0	0	0	0	0
	29999	3	1	1	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	1	1	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	11	11	0	0	0	0	0	0	0	0	0	0
	17499	1	6	6	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			24	23	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 1

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Edmonton

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	45000	4	1	1	0	0	0	0	0	0	0	0	0	0
	49999	3	0	0	0	0	0	0	0	0	0	0	0	0
	35000	2	1	1	0	0	0	0	0	0	0	0	0	0
	39999	1	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	1	1	0	0	0	0	0	0	0	0	0	0
	39999	3	2	2	0	0	0	0	0	0	0	0	0	0
	30000	2	0	0	0	0	0	0	0	0	0	0	0	0
	34999	1	3	3	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Edmonton

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES			ABORIGINAL PEOPLES			PERSONS WITH DISABILITIES			MEMBERS OF VISIBLE MINORITIES		
			TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Clerical workers	27500	4	9	6	3	0	0	0	0	0	0	0	0	0
	29999	3	1	0	1	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	30000	4	3	3	0	0	0	0	0	0	0	0	0	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	5	5	0	0	0	0	0	0	0	0	0	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	30000	2	1	1	0	0	0	0	0	0	0	0	0	0
	34999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	68	68	0	0	0	0	1	1	0	0	0	0
	29999	3	3	3	0	0	0	0	0	0	0	0	0	0
	20000	2	1	1	0	0	0	0	0	0	0	0	0	0
	22499	1	7	7	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	9	9	0	0	0	0	1	1	0	0	0	0
	29999	3	5	5	0	0	0	0	0	0	0	0	0	0
	15000	2	3	3	0	0	0	0	0	0	0	0	0	0
	17499	1	13	13	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			140	135	5	0	0	0	3	3	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Edmonton

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Edmonton

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	17500	4	1	0	1	0	0	0	0	0	0	0	0	0
	19999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	27500	4	0	0	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	17500	4	10	10	0	0	0	0	0	0	0	0	0	0
	19999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	1	1	0	0	0	0	0	0	0	0	0	0
	17499	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			16	14	2	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Calgary

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	65000	4	1	1	0	0	0	0	0	0	0	0	0	0
	69999	3	2	2	0	0	0	0	0	0	0	0	0	0
	35000	2	4	4	0	0	0	0	0	0	0	0	0	0
	39999	1	4	4	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	35000	4	3	3	0	0	0	0	0	0	0	0	0	0
	39999	3	3	2	1	0	0	0	0	0	0	0	0	0
	27500	2	3	2	1	0	0	0	0	0	0	0	0	0
	29999	1	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Calgary

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	12	6	6	0	0	0	0	0	0	0	0	0
	34999	3	3	0	3	0	0	0	0	0	0	0	0	0
	15000	2	2	1	1	0	0	0	1	1	0	0	0	0
	17499	1	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	35000	4	1	1	0	0	0	0	0	0	0	0	0	0
	39999	3	2	2	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	2	1	1	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	10	10	0	0	0	0	0	0	0	1	1	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	27500	2	0	0	0	0	0	0	0	0	0	0	0	0
	29999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	35000	4	1	1	0	0	0	0	0	0	0	0	0	0
	39999	3	65	65	0	0	0	0	4	4	0	0	0	0
	20000	2	5	5	0	0	0	0	0	0	0	0	0	0
	22499	1	8	8	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	23	23	0	0	0	0	0	0	0	0	0	0
	29999	3	6	6	0	0	0	0	0	0	0	0	0	0
	15000	2	4	3	1	0	0	0	0	0	0	0	0	0
	17499	1	20	20	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			188	171	17	0	0	0	5	5	0	1	1	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Calgary

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Calgary

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	17500	4	0	0	0	0	0	0	0	0	0	0	0	0
	19999	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	20000	4	1	1	0	0	0	0	0	0	0	0	0	0
	22499	3	0	0	0	0	0	0	0	0	0	0	0	0
	17500	2	0	0	0	0	0	0	0	0	0	0	0	0
	19999	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	17500	4	3	3	0	0	0	0	0	0	0	0	0	0
	19999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			10	9	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES — Form 2 Part A Page 1

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Vancouver

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	70000 and over	4	0	0	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70000 and over	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	70000 and over	4	1	1	0	0	0	0	0	0	0	1	1	0
		3	4	4	0	0	0	0	0	0	0	0	0	0
	35000	2	7	7	0	0	0	0	0	0	0	0	0	0
	39999	1	12	12	0	0	0	0	0	0	0	1	1	0
Professionals	50000	4	0	0	0	0	0	0	0	0	0	0	0	0
	54999	3	0	0	0	0	0	0	0	0	0	0	0	0
	50000	2	0	0	0	0	0	0	0	0	0	0	0	0
	54999	1	1	1	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	50000	4	1	0	1	0	0	0	0	0	0	0	0	0
	54999	3	3	3	0	0	0	0	0	0	0	0	0	0
	27500	2	15	11	4	0	0	0	1	1	0	0	0	0
	29999	1	12	10	2	0	0	0	1	1	0	0	0	0
Foremen/women	30000	4	1	0	1	0	0	0	0	0	0	0	0	0
	34999	3	0	0	0	0	0	0	0	0	0	0	0	0
	25000	2	0	0	0	0	0	0	0	0	0	0	0	0
	27499	1	1	0	1	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2 Part A Page 2

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Vancouver

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	30000	4	7	2	5	0	0	0	0	0	0	0	0	0
	34999	3	38	16	22	0	0	0	0	0	0	8	5	3
	15000	2	9	0	9	0	0	0	0	0	0	1	0	1
	17499	1	8	0	8	0	0	0	0	0	0	0	0	0
Sales workers	40000	4	1	1	0	0	0	0	0	0	0	0	0	0
	44999	3	3	3	0	0	0	0	0	0	0	1	1	0
	27500	2	3	3	0	0	0	0	0	0	0	0	0	0
	29999	1	5	2	3	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	30000	4	3	3	0	0	0	0	0	0	0	0	0	0
	34999	3	12	12	0	0	0	0	0	0	0	5	5	0
	30000	2	1	1	0	0	0	0	0	0	0	0	0	0
	34999	1	3	3	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	30000	4	207	205	2	0	0	0	3	3	0	5	5	0
	34999	3	3	3	0	0	0	0	0	0	0	0	0	0
	17500	2	7	7	0	0	0	0	0	0	0	0	0	0
	19999	1	10	10	0	0	0	0	0	0	0	0	0	0
Other manual workers	30000	4	66	65	1	0	0	0	0	0	0	7	7	0
	34999	3	37	37	0	0	0	0	0	0	0	2	2	0
	15000	2	8	8	0	0	0	0	0	0	0	0	0	0
	17499	1	31	31	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			521	462	59	0	0	0	6	6	0	31	27	4

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Name of Business: CP TRUCKS

Industrial Sector: TRUCK TRANSPORT INDUSTRIES

Reporting Period: 1989

Location Designated CMA: Vancouver

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Upper-level managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 Part B Page 2

Name of Business: CP TRUCKS — Industrial Sector: TRUCK TRANSPORT INDUSTRIES — Reporting Period: 1989

Location — Designated CMA: Vancouver

OCCUPATIONAL GROUPS	TOP AND BOTTOM SALARY RANGES	QUARTER	ALL EMPLOYEES TOTAL	ALL EMPLOYEES MEN	ALL EMPLOYEES WOMEN	ABORIGINAL PEOPLES TOTAL	ABORIGINAL PEOPLES MEN	ABORIGINAL PEOPLES WOMEN	PERSONS WITH DISABILITIES TOTAL	PERSONS WITH DISABILITIES MEN	PERSONS WITH DISABILITIES WOMEN	MEMBERS OF VISIBLE MINORITIES TOTAL	MEMBERS OF VISIBLE MINORITIES MEN	MEMBERS OF VISIBLE MINORITIES WOMEN
Clerical workers	25000	4	2	0	2	0	0	0	0	0	0	0	0	0
	27499	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	1	0	1	0	0	0	0	0	0	0	0	0
	17499	1	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades	0	4	0	0	0	0	0	0	0	0	0	0	0	0
	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	22500	4	1	1	0	0	0	0	0	0	0	0	0	0
	24999	3	0	0	0	0	0	0	0	0	0	0	0	0
	20000	2	0	0	0	0	0	0	0	0	0	0	0	0
	22499	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers	27500	4	1	1	0	0	0	0	0	0	0	0	0	0
	29999	3	0	0	0	0	0	0	0	0	0	0	0	0
	15000	2	0	0	0	0	0	0	0	0	0	0	0	0
	17499	1	31	31	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES			38	34	4	0	0	0	0	0	0	0	0	0

Government
Publications

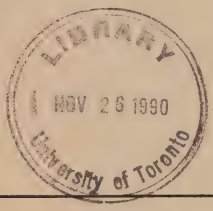
5057
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



**CTV TELEVISION
NETWORK LTD.**

5057

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — Form 1

IDENTIFY EMPLOYER

Name of Employer — Full Legal Name :	CTV Television Network Ltd.
Name of Employer — Common or Business Name :	CTV Television
Address — Address of Principal Place of Business :	42 Charles St. East, Toronto, Ontario
Address — Mailing Address :	
Officers — Name of Chief Executive Officer of Employer :	John Cassaday
Officers — Name of Officer Responsible for Employment Equity :	Evelyn Loaring
Position — Position Title :	President and Chief Executive Officer
Position — Position Title :	Director of Human Resources
Area Code / Telephone Number	416 / 928-6000

REPORT SUMMARY

Industrial Sector(s)

	No. of Employees
Industrial Sector 1 : Telecommunications Broadcastingy Industries	446
Industrial Sector 2 : N/A	0
Industrial Sector 3 : N/A	0
Industrial Sector 4 : N/A	0

Employment Status Categories

Number of Permanent Full-Time Employees	Number of Permanent Part-Time Employees	Number of Temporary Employees
379	1	0

Geographical Areas

Designated CMAs		Provinces	
Calgary	0	Ont	424
		Que	6
Edmonton	2	NS	5
Halifax	5	NB	0
		Man	2
Montreal	6	BC	5
Regina	0	PEI	0
		Sask	0
Toronto	394	Alta	2
Vancouver	0	Nfld	2
		Ykn	0
Winnipeg	2	NWT	0
Total Employees in Canada	446		

CERTIFICATION OF ACCURACY

I, Evelyn Loaring, _____,

hereby certify on behalf of CTV Television Network Ltd., _____,

that the information contained in Forms 1 to 6 of this report is true and accurate in every respect, to the best of my knowledge and belief.

CORPORATE SEAL

Date: Dec. 11, 1991

Signature: _____

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — Form 1

IDENTIFICATION

Name of Employer	Full Legal Name : CTV Television Network Ltd.	Common or Business Name : CTV Television
Address	Address of Principal Place of Business : 42 Charles Street East., Toronto, Ontario M4Y 1T5	Mailing Address :
Officers	Name of Chief Executive Officer of Employer : John Cassaday	Name of Officer Responsible for Employment Equity : Evelyn Loaring
Position	Position Title : President and Chief Executive Officer	Position Title : Director, Human Resources

Area Code	Telephone Number
416	928-6000

REPORT SUMMARY

Industrial Sector(s)

	No. of Employees
Industrial Sector 1 : Communications and Other Utility Industries	380
Industrial Sector 2 : N/A	0
Industrial Sector 3 : N/A	0
Industrial Sector 4 : N/A	0

Employment Status Categories

Number of Permanent Full-Time Employees	Number of Permanent Part-Time Employees	Number of Temporary Employees
379	1	0

Geographical Areas

Designated CMAs		Provinces	
Calgary	0	Ont	361
Edmonton	2	Que	6
Halifax	4	NS	4
Montreal	6	NB	0
Regina	0	Man	1
Toronto	324	BC	4
Vancouver	0	PEI	0
Winnipeg	1	Sask	0
		Alta	2
		Nfld	2
		Ykn	0
		NWT	0
Total Employees in Canada	380		

CERTIFICATION OF ACCURACY

I, John Cassady,

hereby certify on behalf of CTV Television Network Ltd.,

that the information contained in Forms 1 to 6 of this report is true and accurate in every respect, to the best of my knowledge and belief.

CORPORATE SEAL

Date May 27/92

Signature J. Cassady

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES

Name of Business : CTV Television Network Ltd.
Industrial Sector : Telecommunications Broadcasting Industries
Reporting Period : 1989
Location : Canada

Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Upper-level managers	Over 70000	1	5	4	1									
	Over 70000	4	2	2										
		3	1	1										
		2	4	4										
	22500 - 24999	1	5	2	3									
Middle or other managers	Over 70000	4	2	2										
		3	4	3	1									
		2	13	5	8									
	22500 - 24999	1	5	2	3									
Professionals	Over 70000	4	1	1										
		3	1		1									
		2	5	2	3									
	20000 - 22499	1	6	2	4									
Semi-professionals and technicians	Over 70000	4	2	1	1									
		3	6	4	2									
		2	39	31	8				1	1		2		2
	22500 - 24999	1	83	43	40				2	2		4	2	2
Supervisors	45000 - 49999	4	2	2										
		3	5	1	4									
		2	2		2							1		1
	25000 - 27499	1	3		3									
Foremen/women	55000 - 59999	4	3	3								1	1	
		3	1	1										
		2	1	1								1	1	
	40000 - 44999	1	1	1										

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Clerical workers	45000 - 49999	4	1	1										
		3	5	1	4									
	17500 - 19999	2	31	5	26							7	1	6
		1	54	5	49				2		2	8	2	6
Sales workers	Over 70000	4	2	2										
		3	3	2	1									
	25000 - 27499	2	2	2										
		1	5		5									
Service workers	27500 - 29999	4	1		1									
		3	0											
	17500 - 19999	2	0											
		1	1		1									
Skilled crafts and trades workers	60000 - 64999	4	11	11								1	1	
		3	47	46	1				1	1		3	3	
	27500 - 29999	2	12	12										
		1	7	6	1									
Semi-skilled manual workers		4	0											
		3	0											
		2	0											
		1	0											
Other manual workers		4	0											
		3	0											
		2	0											
		1	0											
Total No. of Employees			379	209	170	0	0	0	6	4	2	28	11	17

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Name of Business : CTV Television Network Ltd.														
Industrial Sector : Telecommunications Broadcasting Industries														
Reporting Period : 1989														
Location : Canada														
Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Upper-level managers		4	0											
		3	0											
		2	0											
		1	0											
Middle or other managers		4	0											
		3	0											
		2	0											
		1	0											
Professionals		4	0											
		3	0											
		2	0											
		1	0											
Semi-professionals and technicians		4	0											
		3	0											
		2	0											
		1	0											
Supervisors		4	0											
		3	0											
		2	0											
		1	0											
Foremen/women		4	0											
		3	0											
		2	0											
		1	0											

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Occupational Groups	Top and bottom of salary range	Quarter * *	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Clerical workers	10000 - 12499	4	1.		1.							1.		1.
		3	0.											
		2	0.											
		1	0											
Sales workers		4	0.											
		3	0.											
		2	0.											
		1	0											
Service workers		4	0.											
		3	0.											
		2	0.											
		1	0											
Skilled crafts and trades workers		4	0.											
		3	0.											
		2	0.											
		1	0											
Semi-skilled manual workers		4	0.											
		3	0.											
		2	0.											
		1	0											
Other manual workers		4	0.											
		3	0.											
		2	0.											
		1	0											
Total No. of Employees			1	0	1	0	0	0	0	0	0	1	0	1

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES — Form 3 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Canada

Salary Ranges	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Under $10,000	0											
$10,000 - $14,999	0											
$15,000 - $17,499	0											
$17,500 - $19,999	2		2				1		1			
$20,000 - $22,499	24	2	22				1		1	4		4
$22,500 - $24,999	22	3	19							1	1	
$25,000 - $27,499	24	3	21							5	1	4
$27,500 - $29,999	26	7	19							3	1	2
$30,000 - $34,999	49	20	29				2	2		4		4
$35,000 - $39,999	16	7	9							2	1	1
$40,000 - $49,999	103	81	22				1	1		5	5	
$50,000 - $69,999	60	42	18				1	1		3	2	1
$70,000 and Over	53	44	9							1		1
Total No. of Employees	379	209	170	0	0	0	6	4	2	28	11	17

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

Form 3 Part B

Name of Business	: CTV Television Network Ltd.
Industrial Sector	: Telecommunications Broadcasting Industries
Reporting Period	: 1989
Location	: Canada

Salary Ranges	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Under $2,500	0											
$2,500 - $4,999	0											
$5,000 - $7,499	0											
$7,500 - $9,999	0											
$10,000 - $12,499	1		1							1		1
$12,500 - $14,999	0											
$15,000 - $17,499	0											
$17,500 - $19,999	0											
$20,000 - $24,999	0											
$25,000 - $29,999	0											
$30,000 - $39,999	0											
$40,000 - $49,999	0											
$50,000 and Over	0											
Total No. of Employees	1	0	1	0	0	0	0	0	0	1	0	1

PERMANENT FULL TIME EMPLOYEES HIRED — Form 4 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	1	1										
Middle or Other Managers	2	2										
Professionals	2	1	1									
Semi-Professional and Technicians	38	14	24				1	1		4		4
Supervisors	2		2							1		1
Foremen / Women	0											
Clerical Workers	26	2	24				1		1	4		4
Sales Workers	2		2									
Service Workers	0											
Skilled Crafts and Trades Workers	12	10	2									
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Hired	85	30	55	0	0	0	2	1	1	9	0	9

PERMANENT PART TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	0											
Professionals	0											
Semi-Professional and Technicians	0											
Supervisors	0											
Foremen / Women	0											
Clerical Workers	1		1							1		1
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	0											
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Hired	1	0	1	0	0	0	0	0	0	1	0	1

PERMANENT FULL TIME EMPLOYEES PROMOTED — Form 5 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Canada

Occupational Groups	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	6	2	4									
Professionals	4	1	3									
Semi-Professional and Technicians	17	9	8									
Supervisors	2	1	1									
Foremen / Women	0											
Clerical Workers	6		6				1		1	1		1
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	3	3										
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Promoted	38	16	22	0	0	0	1	0	1	1	0	1
Total No. of Promotions	40	16	24	0	0	0	1	0	1	1	0	1

PERMANENT PART TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Canada

Occupational Groups	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	0											
Professionals	0											
Semi-Professional and Technicians	0											
Supervisors	0											
Foremen / Women	0											
Clerical Workers	0											
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	0											
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Promoted	0	0	0	0	0	0	0	0	0	0	0	0
Total No. of Promotions	0	0	0	0	0	0	0	0	0	0	0	0

PERMANENT FULL TIME EMPLOYEES TERMINATED — Form 6 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	1	1										
Middle or Other Managers	2	1	1									
Professionals	0											
Semi-Professional and Technicians	27	14	13							2	1	1
Supervisors	1		1									
Foremen / Women	0											
Clerical Workers	29	4	25				2		2	3	1	2
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	6	6										
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Terminated	66	26	40	0	0	0	2	0	2	5	2	3

PERMANENT PART TIME EMPLOYEES TERMINATED

Form 6 Part B

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Canada

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	0											
Professionals	0											
Semi-Professional and Technicians	0											
Supervisors	0											
Foremen / Women	0											
Clerical Workers	0											
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	0											
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Terminated	0	0	0	0	0	0	0	0	0	0	0	0

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Upper-level managers	Over 70000	4	2	2										
		3	1	1										
		2	4	4										
		1	5	4	1									
Middle or other managers	Over 70000	4	2	2										
		3	4	3	1									
	22500 - 24999	2	13	5	8									
		1	5	2	3									
Professionals	Over 70000	4	1	1										
		3	1		1									
	20000 - 22499	2	5	2	3									
		1	6	2	4									
Semi-professionals and technicians	Over 70000	4	2	1	1									
		3	6	4	2									
	22500 - 24999	2	34	27	7				1	1		2		2
		1	78	40	38				2	2		4	2	2
Supervisors	45000 - 49999	4	2	2										
		3	5	1	4									
	25000 - 27499	2	2		2							1		1
		1	3		3									
Foremen/women	55000 - 59999	4	3	3								1	1	
		3	1	1										
	40000 - 44999	2	1	1								1	1	
		1	1	1										

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Clerical workers	45000 - 49999													
		4	1	1										
		3	5	1	4									
		2	30	5	25							7	1	6
	17500 - 19999	1	54	5	49				2		2	8	2	6
Sales workers	Over 70000													
		4	2	2										
		3	2	1	1									
		2	1	1										
	25000 - 27499	1	5		5									
Service workers	27500 - 29999													
		4	1		1									
		3	0											
		2	0											
	17500 - 19999	1	1		1									
Skilled crafts and trades workers	60000 - 64999													
		4	10	10								1	1	
		3	44	43	1				1	1		3	3	
		2	10	10										
	27500 - 29999	1	7	6	1									
Semi-skilled manual workers														
		4	0											
		3	0											
		2	0											
		1	0											
Other manual workers														
		4	0											
		3	0											
		2	0											
		1	0											
Total No. of Employees			360	194	166	0	0	0	6	4	2	28	11	17

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Name of Business : CTV Television Network Ltd.														
Industrial Sector : Telecommunications Broadcasting Industries														
Reporting Period : 1989														
Location : Ontario														
Occupational Groups	Top and bottom salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Upper-level managers	...4...		.....0.											
	...3...		.....0.											
	...2...		.....0.											
	1		0											
Middle or other managers	...4...		.....0.											
	...3...		.....0.											
	...2...		.....0.											
	1		0											
Professionals	...4...		.....0.											
	...3...		.....0.											
	...2...		.....0.											
	1		0											
Semi-professionals and technicians	...4...		.....0.											
	...3...		.....0.											
	...2...		.....0.											
	1		0											
Supervisors	...4...		.....0.											
	...3...		.....0.											
	...2...		.....0.											
	1		0											
Foremen/women	...4...		.....0.											
	...3...		.....0.											
	...2...		.....0.											
	1		0											

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Occupational Groups	Top and bottom of salary range	Quarter * *	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Clerical workers	10000 - 12499	4	1		1							1		1
		3	0											
		2												
	10000 - 12499	1	0											
Sales workers		4	0											
		3	0											
		2	0											
		1	0											
Service workers		4	0											
		3	0											
		2	0											
		1	0											
Skilled crafts and trades workers		4	0											
		3	0											
		2	0											
		1	0											
Semi-skilled manual workers		4	0											
		3	0											
		2	0											
		1	0											
Other manual workers		4	0											
		3	0											
		2	0											
		1	0											
Total No. of Employees			1	0	1	0	0	0	0	0	0	1	0	1

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES — Form 3 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Salary Ranges	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Under $10,000	0											
$10,000 - $14,999	0											
$15,000 - $17,499	0											
$17,500 - $19,999	2		2				1		1			
$20,000 - $22,499	24	2	22				1		1	4		4
$22,500 - $24,999	22	3	19							1	1	
$25,000 - $27,499	23	3	20							5	1	4
$27,500 - $29,999	25	7	18							3	1	2
$30,000 - $34,999	47	18	29				2	2		4		4
$35,000 - $39,999	16	7	9							2	1	1
$40,000 - $49,999	96	75	21				1	1		5	5	
$50,000 - $69,999	56	39	17				1	1		3	2	1
$70,000 and Over	49	40	9							1		1
Total No. of Employees	360	194	166	0	0	0	6	4	2	28	11	17

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES — Form 3 Part B

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Salary Ranges	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Under $2,500	0											
$2,500 - $4,999	0											
$5,000 - $7,499	0											
$7,500 - $9,999	0											
$10,000 - $12,499	1		1							1		1
$12,500 - $14,999	0											
$15,000 - $17,499	0											
$17,500 - $19,999	0											
$20,000 - $24,999	0											
$25,000 - $29,999	0											
$30,000 - $39,999	0											
$40,000 - $49,999	0											
$50,000 and Over	0											
Total No. of Employees	1	0	1	0	0	0	0	0	0	1	0	1

PERMANENT FULL TIME EMPLOYEES HIRED — Form 4 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	1	1										
Middle or Other Managers	2	2										
Professionals	2	1	1									
Semi-Professional and Technicians	37	14	23				1	1		4		4
Supervisors	2		2							1		1
Foremen / Women	0											
Clerical Workers	26	2	24				1		1	4		4
Sales Workers	2		2									
Service Workers	0											
Skilled Crafts and Trades Workers	11	9	2									
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Hired	83	29	54	0	0	0	2	1	1	9	0	9

PERMANENT PART TIME EMPLOYEES HIRED

Form 4 Part B

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	0											
Professionals	0											
Semi-Professional and Technicians	0											
Supervisors	0											
Foremen / Women	0											
Clerical Workers	1		1							1		1
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	0											
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Hired	1	0	1	0	0	0	0	0	0	1	0	1

PERMANENT FULL TIME EMPLOYEES PROMOTED

Form 5 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Occupational Groups	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	6	2	4									
Professionals	4	1	3									
Semi-Professional and Technicians	16	8	8									
Supervisors	2	1	1									
Foremen / Women	0											
Clerical Workers	6		6				1		1	1		1
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	2	2										
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Promoted	36	14	22	0	0	0	1	0	1	1	0	1
Total No. of Promotions	38	14	24	0	0	0	1	0	1	1	0	1

PERMANENT PART TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Occupational Groups	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	0											
Professionals	0											
Semi-Professional and Technicians	0											
Supervisors	0											
Foremen / Women	0											
Clerical Workers	0											
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	0											
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Promoted	0	0	0	0	0	0	0	0	0	0	0	0
Total No. of Promotions	0	0	0	0	0	0	0	0	0	0	0	0

PERMANENT FULL TIME EMPLOYEES TERMINATED — Form 6 Part A

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	1	1										
Middle or Other Managers	2	1	1									
Professionals	0											
Semi-Professional and Technicians	25	13	12							2	1	1
Supervisors	1		1									
Foremen / Women	0											
Clerical Workers	29	4	25				2		2	3	1	2
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	5	5										
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Terminated	63	24	39	0	0	0	2	0	2	5	2	3

PERMANENT PART TIME EMPLOYEES TERMINATED — Form 6 Part B

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Ontario

Occupational Groups	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1	Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12
Upper-Level Managers	0											
Middle or Other Managers	0											
Professionals	0											
Semi-Professional and Technicians	0											
Supervisors	0											
Foremen / Women	0											
Clerical Workers	0											
Sales Workers	0											
Service Workers	0											
Skilled Crafts and Trades Workers	0											
Semi-Skilled Manual Workers	0											
Other Manual Workers	0											
Total No. of Employees Terminated	0	0	0	0	0	0	0	0	0	0	0	0

Name of Business : CTV Television Network Ltd.																
Industrial Sector : Telecommunications Broadcasting Industries																
Reporting Period : 1989																
Location : Toronto																
Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women		
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13		
Upper-level managers	Over 70000	1	5	4	1											
Middle or other managers	Over 70000	4	2	2												
	22500 - 69999	3	4	3	1											
		2	12	5	7											
		1	4	2	2											
Professionals	Over 70000	4	1	1												
	20000 - 69999	3	1		1											
		2	5	2	3											
		1	6	2	4											
Semi-professionals and technicians	Over 70000	4	1		1											
	22500 - 69999	3	6	4	2											
		2	30	24	6				1	1		2		2		
		1	69	34	35				2	2		4	2	2		
Supervisors	45000 - 49999	4	2	2												
		3	5	1	4											
	25000 - 29999	2	2		2							1		1		
		1	3		3											
Foremen/women	55000 - 59999	4	3	3								1	1			
		3	1	1												
	40000 - 44999	2	1	1								1	1			
		1														

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Occupational Groups	Top and bottom of salary range	Quarter * *	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Clerical workers	45000 - 49999	4	1	1										
		3	5	1	4									
	17500 - 19999	2	30	5	25							7	1	6
		1	53	5	48				2		2	8	2	6
Sales workers	Over 70000	4	2	2										
		3	2	1	1									
	25000 - 27499	2	1		1									
		1	5		5									
Service workers	27500 - 29999	4	1		1									
		3	0											
	17500 - 19999	2	0											
		1	1		1									
Skilled crafts and trades workers	60000 - 64999	4	4	4										
		3	18	17	1							1	1	
	30000 - 34999	2	35	35					1	1		3	3	
		1	3	3										
Semi-skilled manual workers		4	0											
		3	0											
		2	0											
		1	0											
Other manual workers		4	0											
		3	0											
		2	0											
		1	0											
Total No. of Employees			332	174	158	0	0	0	6	4	2	28	11	17

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Name of Business : CTV Television Network Ltd.

Industrial Sector : Telecommunications Broadcasting Industries

Reporting Period : 1989

Location : Toronto

Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Upper-level managers		4	0											
		3	0											
		2	0											
		1	0											
Middle or other managers		4	0											
		3	0											
		2	0											
		1	0											
Professionals		4	0											
		3	0											
		2	0											
		1	0											
Semi-professionals and technicians		4	0											
		3	0											
		2	0											
		1	0											
Supervisors		4	0											
		3	0											
		2	0											
		1	0											
Foremen/women		4	0											
		3	0											
		2	0											
		1	0											

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Occupational Groups	Top and bottom of salary range	* * Quarter	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col.1		Col.2	Col.3	Col.4	Col.5	Col.6	Col.7	Col.8	Col.9	Col.10	Col.11	Col.12	Col.13
Clerical workers	10000 - 12499	4	1		1							1		1
		3	0											
	10000 - 12499	2	0											
		1	0											
Sales workers		4	0											
		3	0											
		2	0											
		1	0											
Service workers		4	0											
		3	0											
		2	0											
		1	0											
Skilled crafts and trades workers		4	0											
		3	0											
		2	0											
		1	0											
Semi-skilled manual workers		4	0											
		3	0											
		2	0											
		1	0											
Other manual workers		4	0											
		3	0											
		2	0											
		1	0											
Total No. of Employees			1	0	1	0	0	0	0	0	0	1	0	1

* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter

Government Publications

5058

CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

LIBRARY
NOV 26 1990
University of Toronto

CABLECASTING LIMITED

5058

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
(1) CABLECASTING LIMITED

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
(2) CABLECASTING LIMITED

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
(3) 1200 BAY STREET SUITE 900 TORONTO, ONTARIO M5R 2A5

MAILING ADDRESS - *ADRESSE POSTALE*
(4) 1200 BAY STREET SUITE 900 TORONTO, ONTARIO M5R 2A5

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
(5) NOEL R. BAMBROUGH

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
(7) SUSAN A. TUCKER

POSITION / FONCTION

POSITION TITLE - *TITRE OU FONCTION*
(6) PRESIDENT & CHIEF EXECUTIVE OFFICER

POSITION TITLE - *TITRE OU FONCTION*
(8) MANAGER PLANNING AND CONTROL

AREA CODE / *IND. REG.* (9) 4 1 6

TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE* 9 6 4 - 6 4 1 1

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*	(10) TELECOMMUNICATIONS BROADCASTING INDUSTRY	202
INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*	(11)	
INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*	(12)	
INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*	(13)	

EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
176	19	6

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / *R M R DESIGNÉES*

CALGARY	99
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	80
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT.-ONT	103
QUE.-Qc	
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-Î.-P.-É.	
SASK.-SASK.	
ALTA.-ALB	99
NFLD.-T.-N.	
YUK.-Yuk.	
N.W.T.-T.N.-O	

(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA* 202

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20)

I, (Name) SUSAN A. TUCKER, HEREBY CERTIFY ON BEHALF OF (Name of employer) CABLECASTING LIMITED,

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____,

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE: JUNE 1, 1990

SIGNATURE - SIGNATURE: S. Tucker

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

EMP 3847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITE EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) CABLECASTING LIMITED

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) CABLECASTING LIMITED

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) 1200 BAY STREET SUITE 900 TORONTO, ONTARIO M5R 2A5

MAILING ADDRESS - ADRESSE POSTALE
(4) 1200 BAY STREET SUITE 900 TORONTO, ONTARIO M5R 2A5

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) NOEL R. BAMBROUGH

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) SUSAN A. TUCKER

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) PRESIDENT & CHIEF EXECUTIVE OFFICER

POSITION TITLE - TITRE OU FONCTION
(8) MANAGER PLANNING AND CONTROL

AREA CODE AND REG. (9) 4 1 6
TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE 9 6 4 - 6 4 1 1

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / NOMBRE DE SALARIÉS
INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1	(10) TELECOMMUNICATIONS BROADCASTING INDUSTRY	202
INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	(11)	
INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	(12)	
INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	(13)	

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
176	19	6

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / R M R DESIGNÉES

CALGARY	99
EDMONTON	
HALIFAX	
MONTRÉAL	
REGINA	
TORONTO	80
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / PROVINCES/TERRITOIRES

ONT.-ONT	103
QUE.-Qc	
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-I.-P.-É.	
SASK.-SASK.	99
ALTA.-ALB.	
NFLD.-T.-N	
T.K.N.-Yuk	
N.W.T.-T.N.-O	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 202

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20)

I, (Name) SUSAN A. TUCKER, HEREBY CERTIFY ON BEHALF OF (Name of employer) CABLECASTING LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE: JUNE 1, 1990

SIGNATURE - SIGNATURE: S. Tucker

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

LMP 384 (9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

REPORT ON EMPLOYMENT EQUITY

I. Introduction

The Federal Government of Canada has introduced new and significant initiatives to achieve employment equity within the workplace. The Employment Equity Act of June 1986 (the "Act") requires federally regulated employers and federal contractors to establish programs aimed at identifying the existence of specific employment barriers to certain groups of people and to provide practical remedies.

Cablecasting Limited ("Cablecasting") or the ("the Company") is a federally regulated employer by virtue of the nature of its business. The Company provides cable services to Canadians and that activity is regulated by the CRTC and the Department of Communications. Therefore the impact of the new legislation is applicable to the Company.

This report has been prepared to comply with the requirements under the Act.

II. The Company

Incorporated in 1969, Cablecasting provides cable services to 230,000 customers in Calgary, Alberta, Toronto and St. Thomas, Ontario.

III. Commitment to the Employment Equity Principle

The senior management of Cablecasting is firmly committed to the principle of equality in the workplace. This level of commitment can be demonstrated in the following ways.

(i) Establishment of the Company's Commitment to Employment Equity

See Appendix A for a policy statement on employment equity issued by the President and Chief Executive Officer.

(ii) Assignment of Senior Staff and Resources to the Program

The responsiblity for the program at the Company has been assigned to a committee consisting of the Manager of Planning and Control at Corporate office and the two Personnel Managers from each of the larger operating systems. The mandate given to the committee is to be knowledgeable about the problems and concerns of the designated groups; to communicate and encourage the objectives of the program to all employees; to monitor and report on the results of employment equity measures taken within the Company and to serve as liaison contacts with federal and provincial government agencies. Thus the authority and the resources to achieve the necessary changes are clearly delineated and recognized.

.../2

(iii) Use of Outside Consultants

In order to fulfill its mandate, the employment equity committee has sought outside consultants for professional advice and technical assistance.

The Employment Equity Consulting Service offered by the federal government has also been contacted frequently for information and assistance.

(iv) Communication to Employees

Management's commitment to the principle and implementation of employment equity has been conveyed to all employees at Cablecasting. The President's policy statement in conjunction with a memorandum explaining the rationale behind the program was issued to employees. Meetings have been held on a periodic basis at departmental and system levels to allow discussion on the employment equity program and its implications to current and future employees. Personnel managers discuss the Cablecasting Employment Equity Program with new employees as part of the introduction into the Company.

(v) Formal Policy and Procedures

The committee responsible for the Company's Employment Equity Program has developed a formalized policy and procedural guide relating to practices surrounding employment equity. This policy ensures that hiring and promotions are done in accordance with employment equity principles and all new employees are informed about the company's Employment Equity Program.

Adherance to the policy and procedures by all operations of the Company is monitored by senior corporate management.

IV. The Results

The results on the Company's profile indicated that the four designated groups are well represented within the Company and in the various occupational categories when compared to the census figures.

A problem which is symptomatic across the country is the dominance of female employees in lower paying clerical jobs and the dominance of male employees in the technical or trade jobs which pay more. In the cable industry, the technical jobs generally involve physically demanding tasks (eg. lifting of ladders on and off a service truck) performed under harsh working conditions (eg. outside work, manholes). Thus the nature of the tasks lends itself to physically strong individuals. We have found that the characteristics of the technical positions generally do not have much appeal to most women despite the financial incentives. Nevertheless, we continue to encourage, support and train all female candidates who express interest in these areas.

.../3

The conclusion one can draw from the results is that the employment practices of Cablecasting Limited are consistent with the objectives of employment equality. The commitment of the Chief Executive Officer and all employees to the principle of equality in the workforce is real and on-going.

V. Plan of Action

To further continue our efforts towards achieving employment equity in the workplace, the following plan of action is followed:

(i) Continued monitoring and review of the recruitment process in order to obtain greater representation of designated groups,

(ii) Encouragement of all personnel to improve their qualifications and future career potential by taking full advantage of Cablecasting's Educational Assistance Program,

(iii) Review of the workplace environment and upgrade the facilities, as necessary, to better accommodate those who are mobility impaired, and

(iv) Fostering a supportive equity environment among employees through education and discussion.

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 2 Part A, Partie A, Page 1

Name of Business: Nom de l'entreprise: CABLECASTING LIMITED

Industrial Sector: Branche d'activité: TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Reporting Period: Période de rapport: 19 89

Location-Endroit

☒ National (Canada) National (Canada) ☐ Province / Territory (specify) Province / territoire (préciser) _____ ☐ Designated CMA (specify) RMR designee (préciser) _____

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers Cadres supérieurs	70,000 – OVER	4	1	1										
		3												
	50,000 – 54,999	2	1	1										
		1	4	4										
Middle or other managers Cadres intermédiaires et autres cadres	65,000 – 69,999	4	2	1	1							1	1	
		3	2	2										
	35,000 – 39,999	2	1		1							1		1
		1	8	4	4									
Professionals Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens	40,000 44,999	4	1	1					1	1				
		3	5	4	1									
	17,500 – 19,999	2	5	3	2							1		1
		1	5	4	1									
Supervisors Surveillants	40,000 44,999	4	9	8	1							3	3	
		3	2	1	1									
	25,000 – 27,499	2	3		3							1		1
		1	2	1	1									
Foremen/women Contremaîtres	35,000 – 39,999	4	1	1					1	1				
		3												
	22,500 24,999	2												
		1	1		1									

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* 2 Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers *Employés de bureau*	30,000 – 34,999	4	6	2	4							1	1	
		3	7		7							1		1
	12,500 – 14,999	2	28	1	27	1		1	1		1			
		1	15	2	13							1		1
Sales workers *Employés du secteur de la vente*	60,000 – 64,999	4	1	1										
		3	2	2										
	17,500 – 19,999	2												
		1	2	2										
Service workers *Employés du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	40,000 – 44,999	4	13	13								4	4	
		3	11	11					1	1		1	1	
	20,000 – 22,499	2	9	6	3	1		1				1	1	
		1	17	12	5				1	1		1	1	
Semi-skilled manual workers *Travailleurs manuels spécialisés*	35,000 – 39,999	4	6	6								2	2	
		3												
	17,500 – 19,999	2	2	1	1									
		1	4	2	2									
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			176	97	79	2		2	5	4	1	19	14	5

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise* CABLECASTING LIMITED

Industrial Sector: *Branche d'activité* TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Reporting Period: *Période de rapport:* 19~~89~~

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☐ Designated CMA (specify) *RMR désignée (préciser)* _____

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*		4												
		3												
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*		4												
		3												
		2												
		1												
Professionals *Professionnels*		4												
		3												
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors *Surveillants*		4												
		3												
		2												
		1												
Foremen/women *Contremaîtres*		4												
		3												
		2												
		1												

EMP 5880 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	Quarter** *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	17,500	4	1		1									
	19,999	3	2		2									
	2,500	2	9	1	8				2	1	1			
	4,999	1	3		3									
Sales workers *Employés du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employés du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	7,500	4	1	1					1	1		1	1	
	9,999	3	2		2									
	2,500	2												
	4,999	1	1	1										
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			19	3	16				3	2	1	1	1	

IMP 1886 (9-86) F 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise*: CABLECASTING LIMITED

Industrial Sector: *Branche d'activités*: TELECOMMUNICATION BROADCASTING INDUSTRIES

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport*: 19 ~~89~~

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000												
$10,000 - $14,999	4	1	3									
$15,000 - $17,499	3		3									
$17,500 - $19,999	9	4	5							2	1	1
$20,000 - $22,499	26	8	18	1		1	1		1	1		1
$22,500 - $24,999	32	10	22									
$25,000 - $27,499	12	8	4	1		1				1	1	
$27,500 - $29,999	12	5	7				1	1		3	2	1
$30,000 - $34,999	26	17	9				2	2		2	1	1
$35,000 - $39,999	23	21	2				1	1		5	5	
$40,000 - $49,999	18	13	5							4	3	1
$50,000 - $69,999	6	5	1							1	1	
$70,000 and over *et plus*	5	5										
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	176	97	79	2		2	5	4	1	19	14	5

EMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 3 Part B *Partie B*

Name of Business: *Nom de l'entreprise*: CABLECASTING LIMITED

Industrial Sector: *Branche d'activité*: TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport*: 1989

SALARY RANGES *ECHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $2,500	NIL											
$2,500 - $4,999	3	1	2									
$5,000 - $7,499	2		2									
$7,500 - $9,999	2	1	1				1	1				
$10,000 - $12,499	9	1	8				2	1	1	1	1	
$12,500 - $14,999	2		2									
$15,000 - $17,499												
$17,500 - $19,999	1		1									
$20,000 - $24,999												
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over *et plus*												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	19	3	16				3	2	1	1	1	

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business / Nom de l'entreprise: CABLECASTING LIMITED

Industrial Sector: / Branche d'activité: TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	3	2	1							1	1	
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	5	4	1							1		1
Supervisors / Surveillants	2		2							1		1
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	14	4	10	1		1				2	1	1
Sales workers / Employés du secteur de la vente	4	4								1	1	
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	14	13	1							1	1	
Semi-skilled manual workers / Travailleurs manuels spécialisés	4	3	1							1	1	
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	46	30	16	1		1				8	5	3

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **4** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CABLECASTING LIMITED

Industrial Sector: *Branche d'activité:* TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-*Endroit*: ☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	7		7									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	2	2										
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	9	2	7									

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **5** Part A / Partie A

Name of Business / Nom de l'entreprise: CABLECASTING LIMITED

Industrial Sector / Branche d'activité: TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou a l'interieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermediaires et autres cadres	1	1										
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	3	3								1	1	
Foremen/women / Contremaitres	1	1					1	1				
Clerical workers / Employes de bureau	3	1	2									
Sales workers / Employes du secteur de la vente	1		1									
Service workers / Employes du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	3		3									
Semi-skilled manual workers / Travailleurs manuels specialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIES PROMUS	12	6	6				1	1		1	1	
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	12	6	6				1	1		1	1	

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business / Nom de l'entreprise: CABLECASTING LIMITED

Industrial Sector / Branche d'activité: TELLECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS												
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS												

EMP 1881 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **6** Part A / Partie A

Name of Business / Nom de l'entreprise: CABLECASTING LIMITED

Industrial Sector / Branche d'activité: TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location / Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	4	4										
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	6	5	1							1	1	
Supervisors / Surveillants	3	3								1	1	
Foremen/women / Contremaîtres	1	1								1	1	
Clerical workers / Employés de bureau	17	3	14							2		2
Sales workers / Employés du secteur de la vente	5	4	1							1	1	
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	12	10	2				1	1		2	2	
Semi-skilled manual workers / Travailleurs manuels spécialisés	2	2								1	1	
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	50	32	18				1	1		9	7	2

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **6** Part B / Partie B

Name of Business: / Nom de l'entreprise: CABLECASTING LIMITED

Industrial Sector: / Branche d'activité: TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-Endroit
☑ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	6		6									
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	4	3	1									
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	10	3	7									

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 2 Part A, *Partie A,* Page 1

Name of Business: *Nom de l'entreprise:* CABLECASTING LIMITED

Industrial Sector: *Branche d'activité:* TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Reporting Period: *Période de rapport:* 1989

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO ☐ Designated CMA (specify) *RMR désignée (préciser)*

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	70,000 – OVER	4	1	1										
		3												
	50,000 – 54,999	2												
		1	4	4										
Middle or other managers *Cadres intermédiaires et autres cadres*	65,000 – 69,999	4	1		1									
		3	1	1										
	35,000 – 39,999	2	1		1									
		1	4	2	2									
Professionals *Professionnels*		4												
		3												
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*	40,000 – 44,999	4	1	1					1	1				
		3	2	2										
	17,500 – 19,999	2	2	1	1							1		1
		1	4	3	1									
Supervisors *Surveillants*	40,000 – 44,999	4	3	3										
		3	1	1								1		1
	25,000 – 27,499	2	1		1									
		1	2	1	1									
Foremen/women *Contremaîtres*	35,000 39,999	4	1	1					1	1				
		3												
	35,000 39,999	2												
		1												

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employés de bureau	30,000	4	4	1	3							1	1	
	34,999	3	2		2									
	15,000	2	12		12	1		1						
	17,499	1	14	2	12							1		1
Sales workers / Employés du secteur de la vente	60,000	4	1	1										
	64,999	3												
	17,500	2												
	19,999	1	1	1										
Service workers / Employés du secteur des services		4												
		3												
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	40,000	4	6	6								2	2	
	44,999	3	5	5								1	1	
	20,000	2	2	1	1									
	22,499	1	7	5	2									
Semi-skilled manual workers / Travailleurs manuels spécialisés	35,000	4	3	3								1	1	
	39,999	3												
	17,500	2												
	19,999	1	4	2	2									
Other manual workers / Autres travailleurs manuels		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			90	48	42	1		1	2	2		8	5	3

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

EMP 3871 (9-86) P 2

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CABLECASTING LIMITED

Industrial Sector: *Branche d'activité:* TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Reporting Period: *Période de rapport:* 1989

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO ☐ Designated CMA (specify) *RMR désignée (préciser)*

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*		4												
		3												
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*		4												
		3												
		2												
		1												
Professionals *Professionnels*		4												
		3												
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors *Surveillants*		4												
		3												
		2												
		1												
Foremen/women *Contremaîtres*		4												
		3												
		2												
		1												

LMP 1886 (1-86) F 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form / *Formulaire* 2 Part B, / *Partie B,* Page 2

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers *Employés de bureau*	12,500 – 14,999	4	2		2									
		3												
	2,500 – 4,999	2	1	1					1	1				
		1	2		2									
Sales workers *Employés du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employés du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	5,000 – 7,499	4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	5,000 – 7,499	4	2		2									
		3												
	2,500 – 4,999	2												
		1	1	1										
Other manual workers *Autres travailleurs manuels*		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			8	2	6				1	1				

EMP 1886 (9-86) E 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: CABLECASTING LIMITED

Industrial Sector: / Branche d'activité: TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-Endroit: ☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ECHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $10,000	NIL											
$10,000 - $14,999	3	1	2									
$15,000 - $17,499	3		3									
$17,500 - $19,999	8	3	5							1		1
$20,000 - $22,499	13	4	9	1		1				1		1
$22,500 - $24,999	16	5	11									
$25,000 - $27,499	3	2	1									
$27,500 - $29,999	5	2	3							1	1	
$30,000 - $34,999	12	8	4				1	1		1		1
$35,000 - $39,999	12	11	1				1	1		3	3	
$40,000 - $49,999	7	5	2							1	1	
$50,000 - $69,999	4	3	1									
$70,000 and over / et plus	4	4										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	90	48	42	1		1	2	2		8	5	3

LMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 3 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CABLECASTING LIMITED

Industrial Sector: *Branche d'activité:* TELECOMMUNICATIONS BROADCASTING INDUSTRIES

Location-*Endroit*: ☑ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $2,500	NIL											
$2,500 - $4,999	3	1	2									
$5,000 - $7,499	2		2									
$7,500 - $9,999	1	1					1	1				
$10,000 - $12,499	1		1									
$12,500 - $14,999	1		1									
$15,000 - $17,499												
$17,500 - $19,999												
$20,000 - $24,999												
$25,000 - $29,999												
$30,000 - $39,999												
$40,000 - $49,999												
$50,000 and over *et plus*												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	8	2	6				1	1				

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **4** Part A / Partie A

Name of Business / Nom de l'entreprise:

Industrial Sector / Branche d'activité:

Location-Endroit: ☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period / Période de rapport: 1990

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres	2	1	1									
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens	4	3	1							1		1
Supervisors / Surveillants	1		1							1		1
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	13	4	9	1		1				2	1	1
Sales workers / Employés du secteur de la vente	3	3								1	1	
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	6	6										
Semi-skilled manual workers / Travailleurs manuels spécialisés	4	3	1							1	1	
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	33	20	13	1		1				6	3	3

EMP 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **4** Part B *Partie B*

Name of Business: *Nom de l'entreprise:*

Industrial Sector: *Branche d'activité:*

Location-*Endroit* ☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 90

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	3		3									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	1	1										
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	4	1	3									

LMP 3e90 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business: / Nom de l'entreprise:

Industrial Sector: / Branche d'activité:

Location-Endroit: ☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 90

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants	2	2										
Foremen/women / Contremaîtres	1	1					1	1				
Clerical workers / Employés de bureau	3	1	2									
Sales workers / Employés du secteur de la vente	1		1									
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1		1									
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	8	4	4				1	1				
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	8	4	4				1	1				

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
*CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 6 Part A *Partie A*

Name of Business: *Nom de l'entreprise:*

Industrial Sector: *Branche d'activité:*

Location-*Endroit* ☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 90

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*	3	3										
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*	3	3										
Supervisors *Surveillants*	1	1								1	1	
Foremen/women *Contremaîtres*	1	1								1	1	
Clerical workers *Employés de bureau*	17	3	14							2		2
Sales workers *Employés du secteur de la vente*	4	3	1							1	1	
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	8	8					1	1		2	2	
Semi-skilled manual workers *Travailleurs manuels spécialisés*	2	2								1	1	
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	39	24	15				1	1		8	6	2

EMP. 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
*CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 6 Part B *Partie B*

Name of Business: *Nom de l'entreprise:*

Industrial Sector: *Branche d'activité:*

Location-*Endroit* ☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 90

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	3		3									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	3	2	1									
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	6	2	4									

EMP 3689 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Gover
Publica

5059
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

LIBRARY
1 NOV 26 1990
University of Toronto

CABLENET LIMITED

5059

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY — FORM 1

IDENTIFICATION OF EMPLOYER

	FULL LEGAL NAME	COMMON OR BUSINESS NAME
NAME OF EMPLOYER	CABLENET LIMITED	CABLENET
ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 950 SYSCON RD. BURLINGTON, ONTARIO	MAILING ADDRESS P.O. BOX 5061, STATION A BURLINGTON, ONTARIO L7R 3Y8
OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER ROBERT BARKER	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY KELLY KING
POSITION	POSITION TITLE PRESIDENT	POSITION TITLE DIRECTOR, HUMAN RESOURCES
		AREA CODE TELEPHONE NUMBER 416 : 333 - 8127

INDUSTRIAL SECTOR(S)

INDUSTRIAL SECTOR	NO. OF EMPLOYEES
1 TELECOMMUNICATION BROADCASTING	354
2	0
3	0
4	0

GEOGRAPHICAL AREAS (INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

DESIGNATED CMAs		PROVINCES/TERRITORIES	
CALGARY	0	ONT.	214
EDMONTON	0	QUE.	0
HALIFAX	0	N.S.	0
MONTREAL	0	N.B.	0
REGINA	0	MAN.	0
TORONTO	118	B.C.	94
VANCOUVER	0	P.E.I.	0
WINNIPEG	0	SASK.	17
		ALTA.	29
		NFLD	0
		YKN	0
		N.W.T.	0

EMPLOYMENT STATUS CATEGORIES

NUMBER OF FULL-TIME EMPLOYEES	NUMBER OF PERMANENT PART-TIME EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES	TOTAL EMPLOYEES IN CANADA
297	51	2	354

CERTIFICATION OF ACCURACY

I, (Name) ROBERT BARKER, HEREBY CERTIFY ON BEHALF OF (Name of Employer) CABLENET LIMITED, THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

CABLENET LIMITED — CORPORATE CANADA CORPORATION SEAL

DATE May 28 1990 SIGNATURE Robert Barker

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part 1 Page 1

Name of Firm: 005059 CABLENET LIMITED Industrial Sector: 481 TELECOMMUNICATION BROADCA Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART/ART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
		3	1	1										
	50000	2	4	4										
	54999	1	4	3	1									
Middle or other managers	60000	4	3	1	2									
	64999	3	3	2	1									
	25000	2	17	10	7									
	27499	1	12	5	7				1	1		1	1	
Professionals	50000	4	3	2	1									
	54999	3	3	1	2									
	25000	2	3	1	2									
	27499	1	3	1	2									
Semi-professionals and technicians	50000	4	4	3	1				1	1				
	54999	3	4	4										
	15000	2	17	12	5	1	1							
	17499	1	19	13	6				1	1		1		1
Supervisors	40000	4	2		2									
	44999	3												
	22500	2	3		3									
	24999	1	1	1										
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: X National (Canada) Province/Territory Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAL/RANT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	3	1	2									
	34999	3	14		14				1		1			
	15000	2	11	2	9									
	17499	1	15	2	13				1		1			
Sales workers	60000	4	5	5										
	64999	3	5	5										
	10000	2	8	5	3									
	12499	1	47	1	46				2		2			
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	45000	4	5	5										
	49999	3	25	24	1				3	3		1	1	
	15000	2	37	32	5				1	1				
	17499	1	15	9	6									
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			297	156	141	1	1		11	7	4	3	2	1

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES — Form 2 — Part B — Page 1

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: X National (Canada) | Province/Territory | Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAR TILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	15000	4	1	1										
	17499	3	2	2										
	0	2	3	1	2									
	2499	1	3	2	1									
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: X National (Canada) Province/Territory | Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	7500	4	1		1									
	9999	3	1		1									
	2500	2												
	4999	1	1	1										
Sales workers	15000	4	7		7				2		2	1		1
	17499	3	3		3									
	5000	2	2		2									
	7499	1	5	1	4									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	15000	4	3	1	2									
	17499	3	5	5										
	0	2	6	3	3									
	2499	1	8	5	3									
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			51	22	29				2		2	1		1

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	3	0	3	0	0	0	1	0	1	0	0	0
$15,000-$17,499	13	7	6	0	0	0	1	0	1	0	0	0
$17,500-$19,999	29	6	23	0	0	0	0	0	0	0	0	0
$20,000-$22,499	29	8	21	0	0	0	0	0	0	1	0	1
$22,500-$24,999	55	20	35	0	0	0	2	1	1	0	0	0
$25,000-$27,499	25	14	11	0	0	0	1	1	0	0	0	0
$27,500-$29,999	29	17	12	1	1	0	2	1	1	0	0	0
$30,000-$34,999	40	28	12	0	0	0	2	2	0	2	2	0
$35,000-$39,999	27	19	8	0	0	0	1	1	0	0	0	0
$40,000-$49,999	26	19	7	0	0	0	1	1	0	0	0	0
$50,000-$69,999	16	13	3	0	0	0	0	0	0	0	0	0
$70,000 >	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	297	156	141	1	1	0	11	7	4	3	2	1

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	3	2	1	0	0	0	0	0	0	0	0	0
$2,500-$4,999	9	6	3	0	0	0	0	0	0	0	0	0
$5,000-$7,499	12	3	9	0	0	0	0	0	0	0	0	0
$7,500-$9,999	6	4	2	0	0	0	0	0	0	0	0	0
$10,000-$12,499	8	6	2	0	0	0	0	0	0	0	0	0
$12,500-$14,999	7	0	7	0	0	0	1	0	1	1	0	1
$15,000-$17,499	6	1	5	0	0	0	1	0	1	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	51	22	29	0	0	0	2	0	2	1	0	1

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part A

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION SE

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	1	2	0	0	0	0	0	0	0	0	0
Professionals	3	1	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	11	8	3	0	0	0	0	0	0	1	0	1
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	9	2	7	0	0	0	1	0	1	0	0	0
Sales workers	16	6	10	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	12	11	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	56	31	25	0	0	0	1	0	1	1	0	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part II

Name of Business: 005059 CABLENET LIMITED — Industrial Sector: 481 TELECOMMUNICATION BR

Location: X National (Canada) — Province/Territory (specify) — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	4	2	2	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers	15	1	14	0	0	0	2	0	2	1	0	1
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	28	21	7	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	49	25	24	0	0	0	2	0	2	1	0	1

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED — Form 5 — Part A

Name of business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	3	2	1	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	3	0	3	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	6	6	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	14	10	4	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	14	10	4	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED — Form 5 — Part B

Name of Business: 0050572 CANADA LIMITED — Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) — Reporting Period: 1987

Employees promoted (Employees promoted during the year are to be reported only in the occupational group to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	3	2	0	0	0	0	0	0	1	1	0
Professionals	1	1	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	5	3	2	0	0	0	0	0	0	1	1	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	7	3	4	0	0	0	0	0	0	0	0	0
Sales workers	10	3	7	0	0	0	1	0	1	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	11	9	2	0	0	0	1	1	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	42	24	18	0	0	0	2	1	1	2	2	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part II

Name of Business: 065059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: X National (Canada) Province/Territory (specify) | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	2	2	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	12	0	12	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	19	17	2	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	33	19	14	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	IQ/AI/RT	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
		3												
	70000 and over	2												
		1	3	3										
Middle or other managers	60000	4	3	1	2									
	64999	3	1		1									
	27500	2	7	4	3									
	29999	1	11	6	5				1	1		1	1	
Professionals	50000	4	3	2	1									
	54999	3												
	25000	2	2		2									
	27499	1	2	1	1									
Semi-professionals and technicians	45000	4	3	2	1				1	1				
	49999	3	1	1										
	17500	2	10	6	4	1	1							
	19999	1	8	4	4							1		1
Supervisors	40000	4	2		2									
	44999	3												
	22500	2	3		3									
	24999	1	1	1										
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUAR-TILE	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	2	1	1									
	34999	3	8		8									
	15000	2	9	1	8									
	17499	1	15	1	14				1		1			
Sales workers	55000	4	5	5										
	59999	3	3	3										
	15000	2	6	4	2									
	17499	1	18		18				1		1			
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	35000	4	7	7										
	39999	3	11	11										
	15000	2	23	17	6				1	1		1	1	
	17499	1	4	3	1									
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			172	85	87	1	1		5	3	2	3	2	1

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 005059 CABLENET LIMITED Industrial Sector: 481 TELECOMMUNICATION BROADCA Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	OUTAR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians	15000	4	1	1										
	17499	3	2	2										
	0	2	2		2									
	2499	1	3	2	1									
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: National (Canada) X Province/Territory 10 ONTARIO Designated CMA

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	7500	4	1		1									
	9999	3	1		1									
	2500	2												
	4999	1	1	1										
Sales workers	15000	4	4		4									
	17499	3	3		3				1		1			
	5000	2	1		1									
	7499	1	3	1	2									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	12500	4	4	3	1									
	14999	3	3	2	1									
	0	2	3	1	2									
	2499	1	6	4	2									
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			38	17	21				1		1			

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES — Form 3 — Part A

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000-$14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000-$17,499	7	2	5	0	0	0	1	0	1	0	0	0
$17,500-$19,999	15	1	14	0	0	0	0	0	0	0	0	0
$20,000-$22,499	16	4	12	0	0	0	0	0	0	1	0	1
$22,500-$24,999	39	17	22	0	0	0	2	1	1	0	0	0
$25,000-$27,499	13	6	7	0	0	0	0	0	0	0	0	0
$27,500-$29,999	19	13	6	1	1	0	1	1	0	0	0	0
$30,000-$34,999	27	18	9	0	0	0	0	0	0	2	2	0
$35,000-$39,999	10	5	5	0	0	0	0	0	0	0	0	0
$40,000-$49,999	15	10	5	0	0	0	1	1	0	0	0	0
$50,000-$69,999	7	5	2	0	0	0	0	0	0	0	0	0
$70,000 >	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	172	85	87	1	1	0	5	3	2	3	2	1

Employment and Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES — Form 3 — Part B

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: National (Canada)X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

SALARY RANGES	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< $2,500	3	2	1	0	0	0	0	0	0	0	0	0
$2,500-$4,999	9	6	3	0	0	0	0	0	0	0	0	0
$5,000-$7,499	7	1	6	0	0	0	0	0	0	0	0	0
$7,500-$9,999	4	2	2	0	0	0	0	0	0	0	0	0
$10,000-$12,499	6	5	1	0	0	0	0	0	0	0	0	0
$12,500-$14,999	6	0	6	0	0	0	0	0	0	0	0	0
$15,000-$17,499	3	1	2	0	0	0	1	0	1	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000-$24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000-$29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000-$39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000-$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> $50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	38	17	21	0	0	0	1	0	1	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED — Form 4 — Part 6

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BR

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers	3	1	2	0	0	0	0	0	0	0	0	0
Professionals	2	0	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	5	2	3	0	0	0	0	0	0	1	0	1
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	1	5	0	0	0	1	0	1	0	0	0
Sales workers	9	3	6	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	5	5	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	32	14	18	0	0	0	1	0	1	1	0	1

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED — Form 4 — Part B

Name of Business: 005059 CANENET LIMITED — Industrial Sector: 481 TELECOMMUNICATION NS

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	4	2	2	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers	9	1	8	0	0	0	1	0	1	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	16	12	4	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	31	16	15	0	0	0	1	0	1	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1985

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	3	2	1	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	2	0	2	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	6	6	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	13	10	3	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	13	10	3	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part B

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1989

OCCUPATIONAL GROUPS	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	1	1	0	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED — Form 6 — Part A

Name of Business: 005059 CABLENET LIMITED — Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO — Reporting Period: 1989

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	2	2	0	0	0	0	0	0	0	0	0	0
Middle or other managers	5	3	2	0	0	0	0	0	0	1	1	0
Professionals	1	1	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	4	3	1	0	0	0	0	0	0	1	1	0
Supervisors	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	6	2	4	0	0	0	0	0	0	0	0	0
Sales workers	6	3	3	0	0	0	1	0	1	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	6	4	2	0	0	0	1	1	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	31	18	13	0	0	0	2	1	1	2	2	0

Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED — Form 6 — Part II

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCASTING

Location: National (Canada) X Province/Territory (specify) 10 ONTARIO | Reporting Period: 1987

OCCUPATIONAL GROUPS	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	2	2	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	9	0	9	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	9	9	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	20	11	9	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers	70000 and over	4	1	1										
		3												
	70000 and over	2												
		1	2	2										
Middle or other managers	60000	4	3	1	2									
	64999	3	1		1									
	27500	2	4	2	2									
	29999	1	2	1	1				1	1				
Professionals	45000	4	2	1	1									
	49999	3	1		1									
	25000	2												
	27499	1	1		1									
Semi-professionals and technicians	45000	4	2	1	1				1	1				
	49999	3	2	2										
	20000	2	6	3	3	1	1							
	22499	1	5	2	3							1		1
Supervisors	40000	4	1		1									
	44999	3	1		1									
	27500	2												
	29999	1	3		3									
Foremen/women		4												
		3												
		2												
		1												

Form 2 Part II Page

Name of Business: 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range	QUART	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	30000	4	1		1									
	34999	3	2		2									
	15000	2	5	1	4									
	17499	1	10	1	9				1		1			
Sales workers	55000	4	4	4										
	59999	3	1	1										
	15000	2	4	2	2									
	17499	1	9		9				1		1			
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	35000	4	4	4										
	39999	3	6	6										
	22500	2	6	6								1	1	
	24999	1	10	4	6									
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			99	45	54	1	1		4	2	2	2	1	1

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part 1 Page 1

Name of Insurer(s): 005059 CABLENET LIMITED | Industrial Sector: 481 TELECOMMUNICATION BROADCA | Reporting Period: 1989

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers		4												
		3												
		2												
		1												
Middle or other managers		4												
		3												
		2												
		1												
Professionals		4												
		3												
		2												
		1												
Semi-professionals and technicians		4												
		3												
		2												
		1												
Supervisors		4												
		3												
		2												
		1												
Foremen/women		4												
		3												
		2												
		1												

Form 2 Part II Page

Name of Business: 005059 CABLENET LIMITED Industrial Sector: 481 TELECOMMUNICATION BROADCA Reporting Period: 1 99

Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO

OCCUPATIONAL GROUPS	Top and bottom of salary range		All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
			Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	7500	4	1		1									
	9999	3												
	2500	2												
	4999	1	1	1										
Sales workers	15000	4	2		2				1		1			
	17499	3	1		1									
	5000	2												
	7499	1	3	1	2									
Service workers		4												
		3												
		2												
		1												
Skilled crafts and trades workers	12500	4	2	1	1									
	14999	3	2	1	1									
	0	2	3	1	2									
	2499	1	4	2	2									
Semi-skilled manual workers		4												
		3												
		2												
		1												
Other manual workers		4												
		3												
		2												
		1												
TOTAL NUMBER OF EMPLOYEES			19	7	12				1		1			

Government
Publicati

5060
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CANADA CARTAGE SYSTEM LIMITED

5060

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

AMENDED JUNE 13, 1990

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
① CANADA CARTAGE SYSTEM LIMITED

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
② CANADA CARTAGE SYSTEM LIMITED

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
③ 1561 THE QUEENSWAY, TORONTO, ONTARIO, M8Z 1T8

MAILING ADDRESS - *ADRESSE POSTALE*
④ 1561 THE QUEENSWAY, TORONTO, ONTARIO, M8Z 1T8

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
⑤ WILLIAM W. LINDSAY

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
⑦ MICHAEL A. NORCROSS

POSITION / FONCTION

POSITION TITLE - *TITRE OU FONCTION*
⑥ PRESIDENT

POSITION TITLE - *TITRE OU FONCTION*
⑧ SECRETARY-TREASURER

AREA CODE / *IND. RÉG.* ⑨ 4 1 6

TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE* 2 5 9 5 4 5 4

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*
INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*	⑩ TRUCK TRANSPORT INDUSTRIES	453
INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*	⑪	
INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*	⑫	
INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*	⑬	

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C M As / *R M R DÉSIGNÉES*

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	
REGINA	
TORONTO	453
VANCOUVER	
WINNIPEG	

⑱ PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT.-ONT.	453
QUE.-Qc	
N.S.-N.-É.	
N.B.-N.-B.	
MAN.-MAN.	
B.C.-C.-B.	
P.E.I.-I.-P.-É.	
SASK.-SASK.	
ALTA.-ALB.	
NFLD.-T.-N.	
YUK.-YUK.	
N.W.T.-T.N.-O.	

⑲ TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA* 453

EMPLOYMENT STATUS CATEGORIES / CATÉGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	⑯ NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
419	34	nil

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) MICHAEL NORCROSS, HEREBY CERTIFY ON BEHALF OF (Name of employer) CANADA CARTAGE SYSTEM LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE JUNE 13, 1990

SIGNATURE - SIGNATURE M. A. Norcross

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET* (1): CANADA CARTAGE SYSTEM LIMITED

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE* (2): CANADA CARTAGE SYSTEM LIMITED

ADDRESS / *ADRESSE*

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE* (3): 1561 The QUEENSWAY, TORONTO, ONTARIO, M8Z 1T8

MAILING ADDRESS - *ADRESSE POSTALE* (4): 1561 THE QUEENSWAY, TORONTO, ONTARIO, M8Z 1T8

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE* (5): WILLIAM W. LINDSAY

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI* (7): MICHAEL A. NORCROSS

POSITION / *FONCTION*

POSITION TITLE - *TITRE OU FONCTION* (6): PRESIDENT

POSITION TITLE - *TITRE OU FONCTION* (8): SECRETARY-TREASURER

AREA CODE / *IND. RÉG.* (9): 4 1 6

TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*: 259 5454

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / *BRANCHE(S) D'ACTIVITÉ*

		NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*
INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1* (10)	TRUCK TRANSPORT INDUSTRIES	453
INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2* (11)		
INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3* (12)		
INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4* (13)		

EMPLOYMENT STATUS CATEGORIES / *CATÉGORIES DE SALARIÉS*

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
419	34	453

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / *R M R DÉSIGNÉES*

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	
REGINA	
TORONTO	453
VANCOUVER	
WINNIPEG	

(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*

(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT.-ONT	
QUE.-Qc	
N.S.-N.-É	
N.B.-N.-B.	
MAN.-MAN	
B.C.-C.-B	
P.E.I.-I.-P.-É	
SASK.-SASK	
ALTA.-ALB	
NFLD.-T.-N	
YKN.-Yuk	
N.W.T.-T.N.-O	

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

(20) I, (Name) MICHAEL NORCROSS, HEREBY CERTIFY ON BEHALF OF (Name of employer) CANADA CARTAGE SYSTEM LIMITED

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS

DATE - DATE: MAY 17 1990

SIGNATURE - SIGNATURE: _____

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

LMP 384(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

AMENDMENT - JUNE 13

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / *Formulaire* **2** Part A, / *Partie A,* Page 1

Name of Business / *Nom de l'entreprise*	Industrial Sector: / *Branche d'activité:*	Reporting Period: / *Période de rapport:*
CANADA CARTAGE SYSTEM LIMITED	TRUCK TRANSPORT INDUSTRIES	1989

Location / *Endroit*

☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* ONTARIO ☒ Designated CMA (specify) / *RMR désignée (préciser)* TORONTO

Occupational Groups / *Catégories professionnelles*	Top and bottom of salary range / *Maximum et minimum de l'échelle de rémunération*	** Quarter / *Quart*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
			Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / *Cadres supérieurs*	70000 & Over	4	3	3										
		3	2	2										
	40,000 44999	2												
		1	2	2										
Middle or other managers / *Cadres intermédiaires et autres cadres*	40000 44999	4	1	1										
		3	1	1										
	35000 39999	2												
		1	3	3										
Professionals / *Professionnels*		4												
		3												
		2												
		1												
Semi-professionals and technicians / *Semi-professionnels et techniciens*		4												
		3												
		2												
		1												
Supervisors / *Surveillants*		4												
		3												
		2												
		1												
Foremen/women / *Contremaîtres*	40000 44999	4	2	2								1	1	
		3	2	2										
	30000 34999	2	8	8								1	1	
		1	6	6								1	1	

EMP 3871 (1986)E

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

AMENDMENT - JUNE 13/90

NOTE See instructions
NOTA Voir instructions

Form Formulaire 2 Part A, Partie A, Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	.. Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	35000	4	3	3										
	39999	3	3	3										
	17500	2	4	3	1									
	19999	1	2		2									
Sales workers *Employés du secteur de la vente*	60000	4	1	1										
	64999	3	2	2										
	40000	2	1	1										
	44999	1	3	3										
Service workers *Employés du secteur des services*		4												
		3												
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	55000	4	22	22								1	1	
	59999	3	115	115					1	1		5	5	
	15000	2	188	186	2	3	3		2	2		5	5	
	17499	1	32	32										
Other manual workers *Autres travailleurs manuels*	40000	4	2	2										
	44999	3	6	6								2	2	
	5000	2	2	2										
	7499	1	3	3										
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			419	414	5	3	3		3	3		16	16	

EMP 3871 (9-86) P 2

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

AMENDED JUNE 1, 1990

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B. / Partie B. Page 1

Name of Business. / Nom de l'entreprise.	Industrial Sector. / Branche d'activité:	Reporting Period: / Période de rapport
CANADA CARTAGE SYSTEM LIMITED	TRUCK TRANSPORT INDUSTRIES	1989

Location-Endroit

☒ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO ☒ Designated CMA (specify) / RMR désignée (préciser) TORONTO

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	30000 / 34999	4												
		3												
		2												
		1	1	1										
Middle or other managers / Cadres intermédiaires et autres cadres		4												
		3												
		2												
		1												
Professionals / Professionnels		4												
		3												
		2												
		1												
Semi-professionals and technicians / Semi-professionnels et techniciens		4												
		3												
		2												
		1												
Supervisors / Surveillants		4												
		3												
		2												
		1												
Foremen/women / Contremaîtres		4												
		3												
		2												
		1												

EMP 1886 (1989-01) F 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

AMENDED JUNE 1, 1990

NOTE See instructions
NOTA Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*		4												
		3												
	25000	2												
	27499	1	1	1					1	1				
Sales workers *Employés du secteur de la vente*		4												
		3												
		2												
		1												
Service workers *Employés du secteur des services*		4												
		3												
	10000	2												
	12499	1	2	2										
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*		4												
		3												
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	30000	4	1	1										
	34999	3												
	0	2	1	1										
	2499	1	13	12	1							1	1	
Other manual workers *Autres travailleurs manuels*	7500	4	1	1										
	9999	3	2	2										
	0	2	7	7								1	1	
	2499	1	5	5										
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			34	33	1				1	1		2	2	

EMP 1886 (9-86) E 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA CARTAGE SYSTEM LIMITED

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT INDUSTRIES

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 1989

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $10,000	1	1										
$10,000 - $14,999	2	2										
$15,000 - $17,499	4	4										
$17,500 - $19,999	6	4	2									
$20,000 - $22,499	8	8										
$22,500 - $24,999	10	9	1									
$25,000 - $27,499	27	26	1							2	2	
$27,500 - $29,999	52	51	1	1	1							
$30,000 - $34,999	105	105		2	2		2	2		3	3	
$35,000 - $39,999	113	113								8	8	
$40,000 - $49,999	81	81					1	1		3	3	
$50,000 - $69,999	7	7										
$70,000 and over / et plus	3	3										
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	419	414	5	3	3		3	3		16	16	

EMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire **3** Part B / Partie B

Name of Business / Nom de l'entreprise: CANADA CARTAGE SYSTEM LIMITED

Industrial Sector / Branche d'activité: TRUCK TRANSPORT INDUSTRIES

Location / Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): ONTARIO

Reporting Period / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	15	14	1							1	1	
$2,500 - $4,999	9	9								1	1	
$5,000 - $7,499	3	3										
$7,500 - $9,999	1	1										
$10,000 - $12,499	3	3										
$12,500 - $14,999												
$15,000 - $17,499												
$17,500 - $19,999												
$20,000 - $24,999												
$25,000 - $29,999	1	1					1	1				
$30,000 - $39,999	2	2										
$40,000 - $49,999												
$50,000 and over / et plus												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	34	33	1				1	1		2	2	

LMP 3849 (9 86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **4** Part A *Partie A*

Name of Business: *Nom de l'entreprise*: CANADA CARTAGE SYSTEM LIMITED

Industrial Sector: *Branche d'activité*: TRUCK TRANSPORT INDUSTRIES

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)*: ONTARIO

Reporting Period: *Période de rapport*: 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*	3		3									
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	66	65	1	2	2					5	5	
Other manual workers *Autres travailleurs manuels*	5	5										
TOTAL NUMBER OF EMPLOYEES HIRED ***NOMBRE TOTAL DE RECRUTEMENTS***	74	70	4	2	2					5	5	

EMP 3870 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

Name of Business / Nom de l'entreprise: CANADA CARTAGE SYSTEM LIMITED

Industrial Sector / Branche d'activité: TRUCK TRANSPORT INDUSTRIES

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	1	1										
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau	3	2	1				1	1				
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés	8	6	2									
Other manual workers / Autres travailleurs manuels	16	16										
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	28	25	3				1	1				

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA CARTAGE SYSTEM LIMITED

Industrial Sector: / Branche d'activité: TRUCK TRANSPORT INDUSTRIES

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres	2	2										
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente	2	2										
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	4	4										
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	4	4										

EMP 3869 (9 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **5** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA CARTAGE SYSTEM LIMITED

Industrial Sector: *Branche d'activité:* TRUCK TRANSPORT INDUSTRIES

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	nil											
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	nil											

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **6** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA CARTAGE SYSTEM LIMITED

Industrial Sector: *Branche d'activité:* TRUCK TRANSPORT INDUSTRIES

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	1	1										
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*	1	1								1	1	
Clerical workers *Employés de bureau*	4	1	3				1	1				
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	113	111	2				2	2		7	7	
Other manual workers *Autres travailleurs manuels*	12	12										
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	131	126	5				3	3		8	8	

EMP 3672 (5-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / *Formulaire* 6 Part B / *Partie B*

Name of Business: / *Nom de l'entreprise*: CANADA CARTAGE SYSTEM LIMITED

Industrial Sector: / *Branche d'activité*: TRUCK TRANSPORT INDUSTRIES

Location: / *Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)*: ONTARIO

Reporting Period: / *Période de rapport*: 19 89

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*	2	1	1									
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	5	4	1									
Other manual workers / *Autres travailleurs manuels*	39	39										
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	46	44	2									

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Gover
Public

5062

CA 1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

LIBRARY
NOV 26 1990
University of Toronto

CANADA COUNCIL

CONSEIL DES ARTS DU CANADA

5062

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

AMENDED June 6, 1990.

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

EQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - NOM LÉGAL AU COMPLET
(1) The Canada Council

COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE
(2) The Canada Council

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE
(3) P. O. Box 1047, Ottawa, Ontario, K1P 5V8

MAILING ADDRESS - ADRESSE POSTALE
(4) P. O. Box 1047, Ottawa, Ontario, K1P 5V8

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE
(5) Joyce Zemans

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI
(7) Carole Préfontaine Adolph

POSITION / FONCTION

POSITION TITLE - TITRE OU FONCTION
(6) Director

POSITION TITLE - TITRE OU FONCTION
(8) Head - Human Resources

AREA CODE IND. REG. / TELEPHONE NUMBER / NUMÉRO DE TÉLÉPHONE
(9) 6 1 3 5 9 8 4 3 0 3

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1
(10) Human Resources Administration
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: 226

INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2
(11)
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: --

INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3
(12)
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: --

INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4
(13)
NO. OF EMPLOYEES / NOMBRE DE SALARIÉS: --

EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALARIÉS

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL	(16) NUMBER OF TEMPORARY EMPLOYEES / NOMBRE DE SALARIÉS TEMPORAIRES
226	--	--

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C.M.As / R.M.R. DÉSIGNÉES

CALGARY	
EDMONTON	
HALIFAX	
MONTREAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES / TERRITORIES / PROVINCES / TERRITOIRES

ONT.-ONT	224
QUE.-QC	
N.S.-N.-E	
N.B.-N.-B	2
MAN.-MAN	
B.C.-C.-B	
P.E.I.-P.-E	
SASK.-SASK	
ALTA.-ALB	
NFLD.-T.-N	
Y.T.-T.Y.	
N.W.T.-T.N.-O	

(19) TOTAL EMPLOYEES IN CANADA / NOMBRE TOTAL DE SALARIÉS AU CANADA: 226

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

(20)

I, (Name) Carole P. Adolph, HEREBY CERTIFY ON BEHALF OF (Name of employer) The Canada Council THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF.

JE, (Nom) _____, ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur) _____ QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

CP Adolph

DATE: June 6, 1990.

SIGNATURE - SIGNATURE _____

CORPORATE SEAL / SCEAU DE LA SOCIÉTÉ

(EMP 1617 (7/86))

NOTE. See instructions to complete all forms
NOTA Voir instructions pour remplir tous les formulaires

Canada

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / *Formulaire* 1

IDENTIFICATION / *IDENTIFICATION*

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*

(1) The Canada Council

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*

(2) The Canada Council

ADDRESS / *ADRESSE*

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*

(3) P. O. Box 1047, Ottawa, Ontario, K1P 5V8

MAILING ADDRESS - *ADRESSE POSTALE*

(4) P. O. Box 1047, Ottawa, Ontario, K1P 5V8

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*

(5) Joyce Zemans

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*

(7) Carole Adolph

POSITION / *FONCTION*

POSITION TITLE - *TITRE OU FONCTION*

(6) Director

POSITION TITLE - *TITRE OU FONCTION*

(8) Head - Human Resources

AREA CODE / *IND. RÉG.* (9): 613

TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*: 598-4303

REPORT SUMMARY / *SOMMAIRE DU RAPPORT*

INDUSTRIAL SECTOR(S) / *BRANCHE(S) D'ACTIVITÉ*

INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*

(10) Human Resources Administration — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*: 226

INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*

(11) — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*

(12) — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*

(13) — NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

EMPLOYMENT STATUS CATEGORIES / *CATÉGORIES DE SALARIÉS*

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES

(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / *R M R DÉSIGNÉES*

CALGARY	
EDMONTON	
HALIFAX	
MONTRÉAL	
REGINA	
TORONTO	
VANCOUVER	
WINNIPEG	

(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT. - *ONT.*	224
QUE. - *QC*	
N.S. - *N.-É.*	
N.B. - *N.-B.*	2
MAN. - *MAN.*	
B.C. - *C.-B.*	
P.E.I. - *I.-P.-É.*	
SASK. - *SASK.*	
ALTA. - *ALB.*	
NFLD. - *T.-N.*	
YKN. - *YUK.*	
N.W.T. - *T.N.-O.*	

(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*: 226

CERTIFICATION / *ATTESTATION*

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

(20)

I, (Name) Joyce Zemans, HEREBY CERTIFY ON BEHALF OF (Name of employer) The Canada Council

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - *DATE*: April 30, 1990

SIGNATURE - *SIGNATURE*: Joyce Zemans

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

LMI 1047(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

NOTE: See instructions
NOTA: Voir instructions

Form / *Formulaire* 2 Part A, / *Partie A,* Page 1

Name of Business: / *Nom de l'entreprise:* The Canada Council

Industrial Sector: / *Branche d'activité:* Human Resources Administration

Reporting Period: / *Période de rapport:* 19 89

Location-*Endroit*

☒ National (Canada) / *National (Canada)*

☐ Province / Territory (specify) / *Province / Territoire (préciser)* _____

☐ Designated CMA (specify) / *RMR désignée (préciser)* _____

Occupational Groups / *Catégories professionnelles*	Top and bottom of salary range / *Maximum et minimum de l'échelle de rémunération*	** Quartile / *Quart*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
			Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / *Cadres supérieurs*	-	4	1	-	1	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
	70,000 and over	2	3	2	1	-	-	-	-	-	-	-	-	-
		1	1	-	1	-	-	-	-	-	-	-	-	-
Middle or other managers / *Cadres intermédiaires et autres cadres*	70,000 and over	4	8	3	5	-	-	-	-	-	-	1	1	-
		3	9	7	2	-	-	-	-	-	-	-	-	-
	30,000 - 34,999	2	28	8	20	-	-	-	-	-	-	-	-	-
		1	34	13	21	-	-	-	1	1	-	2	2	-
Professionals / *Professionnels*	60,000 - 64,999	4	3	3	-	-	-	-	-	-	-	-	-	-
		3	2	1	1	-	-	-	-	-	-	-	-	-
	40,000 - 44,999	2	2	2	-	-	-	-	-	-	-	-	-	-
		1	5	2	3	-	-	-	-	-	-	-	-	-
Semi-professionals and technicians / *Semi-professionnels et techniciens*	45,000 - 49,999	4	4	1	3	-	-	-	-	-	-	-	-	-
		3	-	-	-	-	-	-	-	-	-	-	-	-
	25,000 - 27,499	2	1	1	-	-	-	-	-	-	-	-	-	-
		1	5	5	-	-	-	-	-	-	-	-	-	-
Supervisors / *Surveillants*	40,000 - 44,999	4	3	-	3	-	-	-	-	-	-	-	-	-
		3	2	1	1	-	-	-	-	-	-	-	-	-
	27,500 - 29,999	2	5	-	5	-	-	-	-	-	-	-	-	-
		1	5	1	4	-	-	-	-	-	-	1	-	1
Foremen/women / *Contremaîtres*	-	4	-	-	-	-	-	-	-	-	-	-	-	-
	-	3	-	-	-	-	-	-	-	-	-	-	-	-
	-	2	-	-	-	-	-	-	-	-	-	-	-	-
	-	1	-	-	-	-	-	-	-	-	-	-	-	-

EMP 3571 (5-88)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire 2 Part A, Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	45,000 – 49,999	4	1	–	1	–	–	–	–	–	–	–	–	–
		3	5	–	5	–	–	–	–	–	–	–	–	–
	17,500 – 19,999	2	87	6	81	2	–	2	3	1	2	1	1	–
		1	8	3	5	–	–	–	1	–	1	–	–	–
Sales workers / Employés du secteur de la vente	–	4	–	–	–	–	–	–	–	–	–	–	–	–
	–	3	–	–	–	–	–	–	–	–	–	–	–	–
	–	2	–	–	–	–	–	–	–	–	–	–	–	–
	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Service workers / Employés du secteur des services	–	4	–	–	–	–	–	–	–	–	–	–	–	–
	–	3	–	–	–	–	–	–	–	–	–	–	–	–
	–	2	–	–	–	–	–	–	–	–	–	–	–	–
	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	35,000 – 39,999	4	1	1	–	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
	20,000 – 22,499	2	1	1	–	–	–	–	–	–	–	–	–	–
		1	2	2	–	1	1	–	–	–	–	–	–	–
Semi-skilled manual workers / Travailleurs manuels specialisés	–	4	–	–	–	–	–	–	–	–	–	–	–	–
	–	3	–	–	–	–	–	–	–	–	–	–	–	–
	–	2	–	–	–	–	–	–	–	–	–	–	–	–
	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Other manual workers / Autres travailleurs manuels	–	4	–	–	–	–	–	–	–	–	–	–	–	–
	–	3	–	–	–	–	–	–	–	–	–	–	–	–
	–	2	–	–	–	–	–	–	–	–	–	–	–	–
	–	1	–	–	–	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			226	63	163	3	1	2	5	2	3	5	4	1

EMP 5831 (5-84) P 2

** 1 refers to the lowest salary Quarter; 4 refers to the highest salary Quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business / Nom de l'entreprise: The Canada Council

Industrial Sector / Branche d'activité: Human Resources Administration

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period / Période de rapport: 1989

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $10,000	-	-	-	-	-	-	-	-	-	-	-	-
$10,000 - $14,999	-	-	-	-	-	-	-	-	-	-	-	-
$15,000 - $17,499	-	-	-	-	-	-	-	-	-	-	-	-
$17,500 - $19,999	1	1	-	-	-	-	-	-	-	-	-	-
$20,000 - $22,499	5	2	3	1	1	-	1	-	1	-	-	-
$22,500 - $24,999	3	2	1	-	-	-	-	-	-	-	-	-
$25,000 - $27,499	51	7	44	-	-	-	2	-	2	1	1	-
$27,500 - $29,999	28	5	23	-	-	-	1	1	-	-	-	-
$30,000 - $34,999	32	4	28	2	-	2	-	-	-	3	2	1
$35,000 - $39,999	25	9	16	-	-	-	-	-	-	-	-	-
$40,000 - $49,999	46	14	32	-	-	-	1	1	-	-	-	-
$50,000 - $69,999	26	15	11	-	-	-	-	-	-	-	-	-
$70,000 and over / et plus	9	4	5	-	-	-	-	-	-	1	1	-
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	226	63	163	3	1	2	5	2	3	5	4	1

(Col 13 is blank)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
*RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form / Formulaire 4 Part A / Partie A

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / Nom de l'entreprise: The Canada Council

Industrial Sector: / Branche d'activité: Human Resources Administration

Location-Endroit
☐ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / Territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	1	-	1	-	-	-	-	-	-	-	-	-
Middle or other managers / Cadres intermédiaires et autres cadres	14	6	8	-	-	-	-	-	-	1	1	-
Professionals / Professionnels	3	2	1	-	-	-	-	-	-	-	-	-
Semi-professionals and technicians / Semi-professionnels et techniciens	1	1	-	-	-	-	-	-	-	-	-	-
Supervisors / Surveillants	1	-	1	-	-	-	-	-	-	-	-	-
Foremen/women / Contremaîtres	-	-	-	-	-	-	-	-	-	-	-	-
Clerical workers / Employés de bureau	12	-	12	1	-	1	-	-	-	-	-	-
Sales workers / Employés du secteur de la vente	-	-	-	-	-	-	-	-	-	-	-	-
Service workers / Employés du secteur des services	-	-	-	-	-	-	-	-	-	-	-	-
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	-	-	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers / Travailleurs manuels spécialisés	-	-	-	-	-	-	-	-	-	-	-	-
Other manual workers / Autres travailleurs manuels	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	32	9	23	1	-	1	-	-	-	1	1	-

EMP 3570(5-88)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business: / Nom de l'entreprise: The Canada Council

Industrial Sector: / Branche d'activité: Human Resources Administration

Location-Endroit
☒ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period: / Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salaries promus (les salaries promus au cours de l'annee doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou a l'interieur de laquelle ils ont été promus en dernier)

Occupational Groups / Catégories professionnelles	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	–	–	–	–	–	–	–	–	–	–	–	–
Middle or other managers / Cadres intermédiaires et autres cadres	4	2	2	–	–	–	–	–	–	–	–	–
Professionals / Professionnels	–	–	–	–	–	–	–	–	–	–	–	–
Semi-professionals and technicians / Semi-professionnels et techniciens	–	–	–	–	–	–	–	–	–	–	–	–
Supervisors / Surveillants	–	–	–	–	–	–	–	–	–	–	–	–
Foremen/women / Contremaîtres	–	–	–	–	–	–	–	–	–	–	–	–
Clerical workers / Employés de bureau	–	–	–	–	–	–	–	–	–	–	–	–
Sales workers / Employés du secteur de la vente	–	–	–	–	–	–	–	–	–	–	–	–
Service workers / Employés du secteur des services	–	–	–	–	–	–	–	–	–	–	–	–
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1	–	–	–	–	–	–	–	–	–	–
Semi-skilled manual workers / Travailleurs manuels spécialisés	–	–	–	–	–	–	–	–	–	–	–	–
Other manual workers / Autres travailleurs manuels	–	–	–	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	5	3	2	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	5	3	2	–	–	–	–	–	–	–	–	–

EMP 2665 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: The Canada Council

Industrial Sector: / Branche d'activité: Human Resources Administration

Location-Endroit: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers / Cadres supérieurs	-	-	-	-	-	-	-	-	-	-	-	-
Middle or other managers / Cadres intermédiaires et autres cadres	14	6	8	-	-	-	1	1	-	-	-	-
Professionals / Professionnels	3	3	-	-	-	-	-	-	-	-	-	-
Semi-professionals and technicians / Semi-professionnels et techniciens	-	-	-	-	-	-	-	-	-	-	-	-
Supervisors / Surveillants	-	-	-	-	-	-	-	-	-	-	-	-
Foremen/women / Contremaîtres	-	-	-	-	-	-	-	-	-	-	-	-
Clerical workers / Employés de bureau	14	1	13	-	-	-	-	-	-	2	-	2
Sales workers / Employés du secteur de la vente	-	-	-	-	-	-	-	-	-	-	-	-
Service workers / Employés du secteur des services	-	-	-	-	-	-	-	-	-	-	-	-
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1	-	-	-	-	-	-	-	-	-	-
Semi-skilled manual workers / Travailleurs manuels spécialisés	-	-	-	-	-	-	-	-	-	-	-	-
Other manual workers / Autres travailleurs manuels	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	32	11	21	-	-	-	1	1	-	2	-	2

EMP. 3672 (5-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business: / Nom de l'entreprise: The Canada Council

Industrial Sector: / Branche d'activité: Human Resources Administration

Reporting Period: / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario ☐ Designated CMA (specify) / RMR désignée (préciser) _____

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs		4	1	–	1	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
	70,000 and over	2	3	2	1	–	–	–	–	–	–	–	–	–
		1	1	–	1	–	–	–	–	–	–	–	–	–
Middle or other managers / Cadres intermédiaires et autres cadres	70,000 and over	4	8	3	5	–	–	–	–	–	–	1	1	–
		3	9	7	2	–	–	–	–	–	–	–	–	–
	30,000 – 34,999	2	27	8	19	–	–	–	–	–	–	–	–	–
		1	34	13	21	–	–	–	1	1	–	2	2	–
Professionals / Professionnels	60,000 – 64,999	4	3	3	–	–	–	–	–	–	–	–	–	–
		3	2	1	1	–	–	–	–	–	–	–	–	–
	40,000 – 44,999	2	2	2	–	–	–	–	–	–	–	–	–	–
		1	5	2	3	–	–	–	–	–	–	–	–	–
Semi-professionals and technicians / Semi-professionnels et techniciens	45,000 – 49,999	4	4	1	3	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
	25,000 – 27,499	2	1	1	–	–	–	–	–	–	–	–	–	–
		1	5	5	–	–	–	–	–	–	–	–	–	–
Supervisors / Surveillants	40,000 – 44,999	4	3	–	3	–	–	–	–	–	–	–	–	–
		3	2	1	1	–	–	–	–	–	–	–	–	–
	27,500 – 29,999	2	5	–	5	–	–	–	–	–	–	–	–	–
		1	5	1	4	–	–	–	–	–	–	1	–	1
Foremen/women / Contremaîtres	–	4	–	–	–	–	–	–	–	–	–	–	–	–
	–	3	–	–	–	–	–	–	–	–	–	–	–	–
	–	2	–	–	–	–	–	–	–	–	–	–	–	–
	–	1	–	–	–	–	–	–	–	–	–	–	–	–

EMP. 2271 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form / Formulaire 2 Part A, / Partie A, Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'echelle de remuneration	.. Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employes de bureau	45,000 – 49,999	4	1	–	1	–	–	–	–	–	–	–	–	–
		3	5	–	5	–	–	–	–	–	–	–	–	–
	17,500 – 19,999	2	86	6	80	2	–	2	3	1	2	1	1	–
		1	8	3	5	–	–	–	1	–	1	–	–	–
Sales workers / Employes du secteur de la vente	– – – –	4	–	–	–	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
		2	–	–	–	–	–	–	–	–	–	–	–	–
		1	–	–	–	–	–	–	–	–	–	–	–	–
Service workers / Employes du secteur des services	– – – –	4	–	–	–	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
		2	–	–	–	–	–	–	–	–	–	–	–	–
		1	–	–	–	–	–	–	–	–	–	–	–	–
Skilled crafts and trades workers / Travailleurs qualifies et artisans	35,000 – 39,999	4	1	1	–	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
	20,000 – 22,499	2	1	1	–	–	–	–	–	–	–	–	–	–
		1	2	2	–	1	1	–	–	–	–	–	–	–
Semi-skilled manual workers / Travailleurs manuels specialises	– – – –	4	–	–	–	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
		2	–	–	–	–	–	–	–	–	–	–	–	–
		1	–	–	–	–	–	–	–	–	–	–	–	–
Other manual workers / Autres travailleurs manuels	– – – –	4	–	–	–	–	–	–	–	–	–	–	–	–
		3	–	–	–	–	–	–	–	–	–	–	–	–
		2	–	–	–	–	–	–	–	–	–	–	–	–
		1	–	–	–	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			224	63	161	3	1	2	5	2	3	5	4	1

.. 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise: The Canada Council

Industrial Sector: / Branche d'activité: Human Resources Administration

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser) Ontario

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $10,000	-	-	-	-	-	-	-	-	-	-	-	-
$10,000 - $14,999	-	-	-	-	-	-	-	-	-	-	-	-
$15,000 - $17,499	-	-	-	-	-	-	-	-	-	-	-	-
$17,500 - $19,999	1	1	-	-	-	-	-	-	-	-	-	-
$20,000 - $22,499	5	2	3	1	1	-	1	-	1	-	-	-
$22,500 - $24,999	3	2	1	-	-	-	-	-	-	-	-	-
$25,000 - $27,499	50	7	43	-	-	-	2	-	2	1	1	-
$27,500 - $29,999	28	5	23	-	-	-	1	1	-	-	-	-
$30,000 - $34,999	32	4	28	2	-	2	-	-	-	3	2	1
$35,000 - $39,999	25	9	16	-	-	-	-	-	-	-	-	-
$40,000 - $49,999	45	14	31	-	-	-	1	1	-	-	-	-
$50,000 - $69,999	26	15	11	-	-	-	-	-	-	-	-	-
$70,000 and over / et plus	9	4	5	-	-	-	-	-	-	1	1	-
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	224	63	161	3	1	2	5	2	3	5	4	1

EMP 356-E (1 86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / Nom de l'entreprise: The Canada Council

Industrial Sector: / Branche d'activité: Human Resources Administration

Location: / Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	1	–	1	–	–	–	–	–	–	–	–	–
Middle or other managers / Cadres intermédiaires et autres cadres	14	6	8	–	–	–	–	–	–	1	1	–
Professionals / Professionnels	3	2	1	–	–	–	–	–	–	–	–	–
Semi-professionals and technicians / Semi-professionnels et techniciens	1	1	–	–	–	–	–	–	–	–	–	–
Supervisors / Surveillants	1	–	1	–	–	–	–	–	–	–	–	–
Foremen/women / Contremaîtres	–	–	–	–	–	–	–	–	–	–	–	–
Clerical workers / Employés de bureau	12	–	12	1	–	1	–	–	–	–	–	–
Sales workers / Employés du secteur de la vente	–	–	–	–	–	–	–	–	–	–	–	–
Service workers / Employés du secteur des services	–	–	–	–	–	–	–	–	–	–	–	–
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	–	–	–	–	–	–	–	–	–	–	–	–
Semi-skilled manual workers / Travailleurs manuels spécialisés	–	–	–	–	–	–	–	–	–	–	–	–
Other manual workers / Autres travailleurs manuels	–	–	–	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	32	9	23	1	–	1	–	–	–	1	1	–

EMP 1870 (93)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form / *Formulaire* 5 Part A / *Partie A*

Name of Business: / *Nom de l'entreprise:*	Industrial Sector: / *Branche d'activité:*
The Canada Council	Human Resources Administration

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)*: Ontario

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	–	–	–	–	–	–	–	–	–	–	–	–
Middle or other managers / *Cadres intermédiaires et autres cadres*	4	2	2	–	–	–	–	–	–	–	–	–
Professionals / *Professionnels*	–	–	–	–	–	–	–	–	–	–	–	–
Semi-professionals and technicians / *Semi-professionnels et techniciens*	–	–	–	–	–	–	–	–	–	–	–	–
Supervisors / *Surveillants*	–	–	–	–	–	–	–	–	–	–	–	–
Foremen/women / *Contremaîtres*	–	–	–	–	–	–	–	–	–	–	–	–
Clerical workers / *Employés de bureau*	–	–	–	–	–	–	–	–	–	–	–	–
Sales workers / *Employés du secteur de la vente*	–	–	–	–	–	–	–	–	–	–	–	–
Service workers / *Employés du secteur des services*	–	–	–	–	–	–	–	–	–	–	–	–
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	1	1	–	–	–	–	–	–	–	–	–	–
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	–	–	–	–	–	–	–	–	–	–	–	–
Other manual workers / *Autres travailleurs manuels*	–	–	–	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF EMPLOYEES PROMOTED / *NOMBRE TOTAL DE SALARIÉS PROMUS*	5	3	2	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF PROMOTIONS / *NOMBRE TOTAL D'AVANCEMENTS*	5	3	2	–	–	–	–	–	–	–	–	–

EMP 1163 (IV 90)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: The Canada Council

Industrial Sector: / Branche d'activité: Human Resources Administration

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) Ontario

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	–	–	–	–	–	–	–	–	–	–	–	–
Middle or other managers / Cadres intermédiaires et autres cadres	14	6	8	–	–	–	1	1	–	–	–	–
Professionals / Professionnels	3	3	–	–	–	–	–	–	–	–	–	–
Semi-professionals and technicians / Semi-professionnels et techniciens	–	–	–	–	–	–	–	–	–	–	–	–
Supervisors / Surveillants	–	–	–	–	–	–	–	–	–	–	–	–
Foremen/women / Contremaîtres	–	–	–	–	–	–	–	–	–	–	–	–
Clerical workers / Employés de bureau	14	1	13	–	–	–	–	–	–	2	–	2
Sales workers / Employés du secteur de la vente	–	–	–	–	–	–	–	–	–	–	–	–
Service workers / Employés du secteur des services	–	–	–	–	–	–	–	–	–	–	–	–
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	1	1	–	–	–	–	–	–	–	–	–	–
Semi-skilled manual workers / Travailleurs manuels spécialisés	–	–	–	–	–	–	–	–	–	–	–	–
Other manual workers / Autres travailleurs manuels	–	–	–	–	–	–	–	–	–	–	–	–
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	32	11	21	–	–	–	1	1	–	2	–	2

EMP 3672 (5-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Govern
Publica

5065
CA1
M
-E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT
FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CANADA MORTGAGE AND HOUSING CORPORATION

SOCIÉTÉ CANADIENNE D'HYPOTHÈQUES ET DE LOGEMENT

5065

Canada

© Minister of Supply and Services Canada 1990

Available in Canada through

Associated Bookstores
and other booksellers

or by mail from

Canadian Government Publishing Centre
Supply and Services Canada
Ottawa, Canada K1A 0S9

© Ministre des Approvisionnements et Services Canada 1990

En vente au Canada par l'entremise des

Librairies associées
et autres libraires

ou par la poste auprès du

Centre d'édition du gouvernement du Canada
Approvisionnements et Services Canada
Ottawa (Canada) K1A 0S9

Employment and Immigration Canada / Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire 1

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / *NOM DE L'EMPLOYEUR*

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
(1) Canada Mortgage and Housing Corporation

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
(2) C.M.H.C.

ADDRESS / *ADRESSE*

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
(3) 682 Montreal Road, Ottawa, Ontario

MAILING ADDRESS - *ADRESSE POSTALE*
(4) 682 Montreal Road, Ottawa, Ontario K1A OP7

OFFICERS / AGENTS / *POSITION / FONCTION*

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
(5) E.A. Flichel

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
(7) Nicole McCarthy

POSITION TITLE - *TITRE OU FONCTION*
(6) Acting President

POSITION TITLE - *TITRE OU FONCTION*
(8) Manager, Equity Programs and Official Languages

AREA CODE / *IND. REG.* (9) 6 1 3
TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE* 7 4 8 - 2 2 1 2

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / *BRANCHE(S) D'ACTIVITÉ*

INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*
(10) Government Service Industries – Economic Service Administration
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*: 3014

INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*
(11)
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*
(12)
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*
(13)
NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*:

EMPLOYMENT STATUS CATEGORIES / *CATÉGORIES DE SALARIÉS*

(14) NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PLEIN*	(15) NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS À TEMPS PARTIEL*	(16) NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
2713	73	228

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

(17) DESIGNATED C M As / *R M R DÉSIGNÉES*

CALGARY	59
EDMONTON	100
HALIFAX	68
MONTRÉAL	232
REGINA	67
TORONTO	141
VANCOUVER	197
WINNIPEG	113

(18) PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*

ONT -ONT	1605
QUE -Qc	399
N S -N -É	80
N B -N -B	70
MAN. -MAN.	113
B.C. -C -B	325
P E I -Î -P -É	25
SASK -SASK	163
ALTA -ALB	170
NFLD -T -N	42
YKN -YuK	8
N W T -T N -O	14

(19) TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*: 3014

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / *ATTESTATION D'EXACTITUDE*

(20) I, (Name) Nicole McCarthy on behalf of E.A. Flichel, HEREBY CERTIFY ON BEHALF OF (Name of employer) Canada Mortgage and Housing Corporation

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 À 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS À TOUS ÉGARDS.

DATE - DATE 1990.07.05

SIGNATURE - SIGNATURE N. McCarthy

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

EMP 3847(9 86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

Employment and Immigration Canada | Emploi et Immigration Canada

SCHEDULE II / *ANNEXE II*

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form / Formulaire **1**

IDENTIFICATION / IDENTIFICATION

NAME OF EMPLOYER / NOM DE L'EMPLOYEUR

FULL LEGAL NAME - *NOM LÉGAL AU COMPLET*
① CANADA MORTGAGE AND HOUSING CORPORATION

COMMON OR BUSINESS NAME - *NOM USUEL OU RAISON SOCIALE*
② CMHC

ADDRESS / ADRESSE

ADDRESS OF PRINCIPAL PLACE OF BUSINESS - *ADRESSE D'AFFAIRES NATIONALE PRINCIPALE*
③ 682 MONTREAL ROAD, OTTAWA, ONTARIO K1A 0P7

MAILING ADDRESS - *ADRESSE POSTALE*
④ 682 MONTREAL ROAD, OTTAWA, ONTARIO K1A 0P7

OFFICERS / AGENTS

NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - *NOM DU PREMIER DIRIGEANT DE L'ENTREPRISE*
⑤ E.A. FLICHEL

NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - *NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI*
⑦ NICOLE McCARTHY

POSITION / FONCTION

POSITION TITLE - *TITRE OU FONCTION*
⑥ ACTING PRESIDENT

POSITION TITLE - *TITRE OU FONCTION*
⑧ MANAGER EQUITY PROGRAMS AND OFFICIAL LANGUAGES

AREA CODE / *IND. RÉG.* | TELEPHONE NUMBER / *NUMÉRO DE TÉLÉPHONE*
⑨ 6 1 3 | 7 4 8 - 2 2 1 1

REPORT SUMMARY / SOMMAIRE DU RAPPORT

INDUSTRIAL SECTOR(S) / BRANCHE(S) D'ACTIVITÉ

		NO. OF EMPLOYEES / *NOMBRE DE SALARIÉS*
INDUSTRIAL SECTOR 1 - *BRANCHE D'ACTIVITÉ 1*	⑩ GOVERNMENT SERVICES	
INDUSTRIAL SECTOR 2 - *BRANCHE D'ACTIVITÉ 2*	⑪	
INDUSTRIAL SECTOR 3 - *BRANCHE D'ACTIVITÉ 3*	⑫	
INDUSTRIAL SECTOR 4 - *BRANCHE D'ACTIVITÉ 4*	⑬	

EMPLOYMENT STATUS CATEGORIES / CATEGORIES DE SALARIÉS

⑭ NUMBER OF PERMANENT FULL-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN*	⑮ NUMBER OF PERMANENT PART-TIME EMPLOYEES / *NOMBRE DE SALARIÉS PERMANENTS A TEMPS PARTIEL*	⑯ NUMBER OF TEMPORARY EMPLOYEES / *NOMBRE DE SALARIÉS TEMPORAIRES*
2713	73	228

GEOGRAPHICAL AREAS
(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

SECTEURS GÉOGRAPHIQUES
(INDIQUER LE NOMBRE DE SALARIÉS DANS CHAQUE SECTEUR)

⑰ DESIGNATED C M As / *R M R DÉSIGNÉES*		⑱ PROVINCES/TERRITORIES / *PROVINCES/TERRITOIRES*	
CALGARY	64	ONT.-ONT	1605
EDMONTON	100	QUE.-Qc	399
HALIFAX	68	N.S.-N.-E.	80
MONTRÉAL	232	N.B.-N.-B	70
REGINA	67	MAN.-MAN	113
TORONTO	147	B.C.-C.-B	325
VANCOUVER	197	P.E.I.-I.-P.-É	25
WINNIPEG	113	SASK.-SASK	163
		ALTA.-ALB.	170
		NFLD.-T.-N	42
		YUK.-YUK.	8
		N.W.T.-T.N.-O	14
⑲ TOTAL EMPLOYEES IN CANADA / *NOMBRE TOTAL DE SALARIÉS AU CANADA*			3014

CERTIFICATION / ATTESTATION

CERTIFICATION OF ACCURACY / ATTESTATION D'EXACTITUDE

⑳ I, (Name) JOYCE POTTER, HEREBY CERTIFY ON BEHALF OF (Name of employer) CANADA MORTGAGE AND HOUSING CORPORATION

THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF

JE, (NOM) _____, *ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'employeur)* _____

QUE LES RENSEIGNEMENTS FOURNIS DANS LES FORMULAIRES 1 A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE JE SACHE, VRAIS ET EXACTS A TOUS EGARDS

DATE - DATE June 1, 1990

SIGNATURE - SIGNATURE J. Potter

CORPORATE SEAL / *SCEAU DE LA SOCIÉTÉ*

EMP 3847(9-86)

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Canada

EXECUTIVE SUMMARY

Canada Mortgage and Housing Corporation (CMHC) has been recognized this year by the Financial Post as one of the "one hundred best" companies to work for in Canada. CMHC has achieved this goal in part by practicing the belief that a diverse workforce is better and more efficient.

Other organizations have also recognized CMHC as a leader in employment equity. Because of our past performance in employment equity, Treasury Board has exempted the Corporation from submitting action plans. However, CMHC has continued to ask its managers to develop both action plans and numerical goals, reflecting its commitment to Employment Equity.

Employment and Immigration Canada (EIC) gave the following report card to CMHC for the representation of target groups at the Corporation in 1988: women A, visible minorities B, Natives B and disabled persons C.

The Corporation's activities in the employment equity field have attracted interest from numerous associations. In particular, interest has been expressed in our advisory groups' structure. CMHC's four advisory groups are composed of employees from the four target groups from National Office and the regions who advise Senior Management on employment equity issues. The Presidents of each group form the Employment Equity Committee; this committee is a link between the groups and Senior Management.

Despite its progress, the Corporation will not rest but will continue to be at the forefront of employment equity until all target groups are fully represented at CMHC.

1989 Progress

During 1989, the Corporation continued to work for the increased representation and better distribution of target group members in a number of ways.

A new classification system was established, taking into account the concept of equal pay for work of equal value. New job descriptions were written giving managers the opportunity to eliminate tasks which would create barriers to target group employees. As a result of our new classification system, a new process was developed to convert CMHC jobs into EIC occupational categories.

The performance review process was analyzed. Employment Equity evaluation criteria were incorporated into the process to better assess managers on their achievements in this field. These criteria were included in the booklet, "Managing Performance in CMHC".

The employment equity audit criteria were finalized and approved. They will become an integral part of the audit process being conducted on an on-going basis at the Corporation.

The Staff Development Task Force completed its mandate and provided recommendations to Senior Management. Target group members were part of this task force which studied all aspects of the staff development process. A three-year plan will be implemented taking into account those recommendations. Although training programs will not be established specifically for target group members, their individual needs for training and development will be considered as part of their managers' employment equity action plans.

CMHC, along with other Crown Corporations, participated in the production of two videos. "The Challenge of Diversity" was produced by the CBC in cooperation with CMHC, Petro Canada and the Atomic Energy of Canada Limited. This video deals with employment equity issues facing each of the four target groups. "Accommodating Abilities" was produced by the CBC for a conference of the Canadian Council on Rehabilitation and Work (CCRW). Its focus is on the accommodation of persons with disabilities in the workplace. Some disabled employees of CMHC were featured in these videos.

A workshop was given to human resources coordinators on barrier-free recruitment and selection processes. This workshop provided them with tools required to better serve target group members and to eliminate myths and misconceptions which might create barriers in the staffing process.

As in past years, CMHC has hired Aboriginal peoples under the Native Cadre program. Throughout the year, approximately 25 Aboriginals were hired on contract for six months to two years. This program provides special training and orientation about CMHC and National Housing Act programs to help the Aboriginal Community to develop and conduct their own housing programs and ultimately achieve their housing goals. The program is also designed to provide the potential for employment and career opportunities within the public and private sector of the Canadian housing industry through the provision of transferable skills. The program has been offered for over a decade.

The four advisory groups were involved in a number of activities and special projects during 1989 including:

- events at National Office and the regions to celebrate National Access Awareness Week for disabled persons. The "Rolling Thunder Theater Company", a group of actors which puts on plays highlighting issues about disability, performed at National Office;

- developing a policy on conflict of interest for Native employees who become involved with Native political organizations and friendship centers and who participate in elections on the reserves;

- developing a proposal on acting positions to ensure more developmental opportunities for all employees, including target group members;

- reviewing the submission on the classification review and suggesting changes to the appeal process, which were approved.

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **2** Part A. *Partie A.* Page 1

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: *Période de rapport:* 1989

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☐ Designated CMA (specify) *RMR désignee (préciser)* _____

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres supérieurs*	70,000 +	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	69,999	2	9	7	2	0	0	0	0	0	0	0	0	0
	65,000	1	34	28	6	0	0	0	1	1	0	1	1	0
Middle or other managers *Cadres intermédiaires et autres cadres*	70,000 +	4	59	52	7	0	0	0	0	0	0	1	1	0
		3	155	132	23	0	0	0	5	5	0	9	8	1
	27,499	2	126	71	55	0	0	0	3	2	1	5	4	1
	25,000	1	65	22	43	0	0	0	4	0	4	2	1	1
Professionals *Professionnels*	70,000 +	4	64	61	3	0	0	0	2	2	0	2	2	0
		3	218	172	46	2	1	1	1	0	1	14	11	3
	27,499	2	354	255	99	5	4	1	7	5	2	27	21	6
	25,000	1	255	113	142	9	8	1	4	3	1	12	4	8
Semi-professionals and technicians *Semi-professionnels et techniciens*	59,999	4	2	1	1	0	0	0	0	0	0	0	0	0
	55,000	3	20	10	10	0	0	0	0	0	0	0	0	0
	27,499	2	92	80	12	0	0	0	2	2	0	2	2	0
	25,000	1	115	89	26	3	3	0	2	1	1	2	2	0
Supervisors *Surveillants*	49,999	4	7	4	3	0	0	0	0	0	0	0	0	0
	45,000	3	24	7	17	0	0	0	0	0	0	1	0	1
	27,499	2	68	17	51	0	0	0	1	0	1	4	1	3
	25,000	1	33	4	29	1	0	1	0	0	0	2	0	2
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3871 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	.. Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	44,999	4	2	1	1	0	0	0	0	0	0	0	0	0
	40,000	3	56	5	51	0	0	0	3	0	3	1	0	1
	17,499	2	665	36	629	7	0	7	16	2	14	41	1	40
	15,000	1	202	21	181	8	0	8	11	2	9	18	4	14
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	39,999	4	10	3	7	0	0	0	0	0	0	1	1	0
	35,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	22,499	2	4	0	4	0	0	0	0	0	0	0	0	0
	20,000	1	2	0	2	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels specialises*	34,999	4	3	2	1	0	0	0	0	0	0	0	0	0
	30,000	3	1	1	0	0	0	0	0	0	0	0	0	0
	24,999	2	3	3	0	0	0	0	1	1	0	0	0	0
	22,500	1	4	4	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	34,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	30,000	3	11	9	2	0	0	0	0	0	0	1	1	0
	22,499	2	21	19	2	0	0	0	2	2	0	0	0	0
	20,000	1	25	21	4	1	1	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			2713	1253	1460	36	17	19	65	28	37	146	65	81

EMP 3671 (9-86) P 2

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES / ECONOMIC SERVICE ADMINISTRATION

Reporting Period: *Période de rapport:* 19 89

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☐ Designated CMA (specify) *RMR désignée (préciser)* _____

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres supérieurs*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*	34,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	20,000	1	1	0	1	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	44,999	4	3	1	2	0	0	0	0	0	0	0	0	0
	40,000	3	5	0	5	0	0	0	0	0	0	0	0	0
	22,499	2	2	0	2	0	0	0	0	0	0	0	0	0
	20,000	1	2	0	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	29,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	27,500	3	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	15,000	1	1	0	1	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	.. Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	27,499	4	4	0	4	0	0	0	0	0	0	0	0	0
	25,000	3	12	0	12	0	0	0	0	0	0	0	0	0
	12,499	2	8	1	7	1	1	0	2	1	1	0	0	0
	10,000	1	25	0	25	0	0	0	3	0	3	3	0	3
Sales workers *Employes du secteur de la vente*	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	~~0~~	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	27,499	4	2	1	1	0	0	0	0	0	0	0	0	0
	25,000	3	2	1	1	0	0	0	0	0	0	0	0	0
	9,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	7,500	1	4	2	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			73	6	67	1	1	0	5	1	4	3	0	3

EMP 1880 (9-80) F 2

.. 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **3** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location *Endroit*

[X] National (Canada) *National (Canada)* [ ] Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ÉCHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	1	1	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	19	6	13	1	0	1	2	1	1	1	1	0
$20,000 - $22,499	126	27	99	4	1	3	6	1	5	13	3	10
$22,500 - $24,999	320	39	281	9	0	9	8	2	6	15	0	15
$25,000 - $27,499	324	27	297	2	0	2	10	2	8	22	2	20
$27,500 - $29,999	95	21	74	2	2	0	4	1	3	4	0	4
$30,000 - $34,999	421	150	271	5	4	1	9	2	7	17	5	12
$35,000 - $39,999	398	212	186	6	5	1	9	5	4	19	10	9
$40,000 - $49,999	474	324	150	5	4	1	8	6	2	27	21	6
$50,000 - $69,999	469	387	82	2	1	1	8	7	1	27	22	5
$70,000 and over *et plus*	66	59	7	0	0	0	1	1	0	1	1	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	2713	1253	1460	36	17	19	65	28	37	146	65	81

LMP 3844 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 3 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (preciser)* _____

Reporting Period: *Période de rapport:* 19 89

SALARY RANGES *ECHELLES DE RÉMUNÉRATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under *Moins de* $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500 - $9,999	2	1	1	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	16	1	15	0	0	0	3	0	3	2	0	2
$12,500 - $14,999	11	0	11	0	0	0	0	0	0	1	0	1
$15,000 - $17,499	11	2	9	1	1	0	2	1	1	0	0	0
$17,500 - $19,999	5	0	5	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	14	1	13	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	3	0	3	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	9	0	9	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	2	1	1	0	0	0	0	0	0	0	0	0
$50,000 and over *et plus*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*	73	6	67	1	1	0	5	1	4	3	0	3

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **4** Part A / Partie A

Name of Business: / *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☒ National (Canada) / *National (Canada)*

☐ Province / Territory (specify) / *Province / territoire (preciser)* _____

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salaries*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapees*			Members of Visible Minorities / *Membres des minorites visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres superieurs*	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers / *Cadres intermediaires et autres cadres*	14	9	5	0	0	0	1	0	1	1	1	0
Professionals / *Professionnels*	50	29	21	2	2	0	0	0	0	4	2	2
Semi-professionals and technicians / *Semi-professionnels et techniciens*	7	3	4	0	0	0	1	0	1	0	0	0
Supervisors / *Surveillants*	3	1	2	0	0	0	0	0	0	0	0	0
Foremen/women / *Contremaitres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / *Employes de bureau*	33	0	33	2	0	2	2	0	2	2	0	2
Sales workers / *Employes du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / *Employes du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / *Travailleurs qualifies et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / *Travailleurs manuels specialises*	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers / *Autres travailleurs manuels*	4	2	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	113	46	67	4	2	2	4	0	4	7	3	4

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit

☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	2	0	2	0	0	0	0	0	0	1	0	1
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	6	3	3	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	8	3	5	0	0	0	0	0	0	1	0	1

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS A TEMPS PLEIN*

Form *Formulaire* 5 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*
☒ National (Canada) *National (Canada)*
☐ Province / Territory (specify) *Province / territoire (preciser)* _____

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	5	3	2	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	16	7	9	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	71	45	26	1	1	0	0	0	0	3	3	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	6	2	4	0	0	0	0	0	0	1	1	0
Supervisors *Surveillants*	2	0	2	1	0	1	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	32	1	31	1	0	1	0	0	0	4	0	4
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	3	0	3	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels spécialisés*	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	1	1	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	137	60	77	3	1	2	0	0	0	9	5	4
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	139	62	77	3	1	2	0	0	0	9	5	4

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location / Emplacement: ☒ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____

Reporting Period: / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

IMP 7013-845

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 6 Part *Partie* A

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☒ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres superieurs*	2	1	1	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermediaires et autres cadres*	18	9	9	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	59	44	15	2	1	1	2	2	0	5	4	1
Semi-professionals and technicians *Semi-professionnels et techniciens*	16	11	5	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaitres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employes de bureau*	75	10	65	1	0	1	2	0	2	5	2	3
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employes du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels specialises*	1	0	1	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	4	3	1	0	0	0	0	0	0	2	2	0
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	177	80	97	3	1	2	4	2	2	12	8	4

EMP 3672 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS A TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☒ National (Canada) / National (Canada)
☐ Province / Territory (specify) / Province / territoire (preciser) _____

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	1	0	1	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	3	0	3	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians / Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	3	0	3	0	0	0	0	0	0	1	0	1
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	4	2	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	11	2	9	0	0	0	0	0	0	2	0	2

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS A TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Reporting Period / Période de rapport: 19 89

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): QUEBEC ☐ Designated CMA (specify) / RMR désignée (préciser):

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	70,000 +	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 +	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	69,999	4	6	5	1	0	0	0	0	0	0	1	1	0
	65,000	3	8	8	0	0	0	0	1	1	0	0	0	0
	29,999	2	6	5	1	0	0	0	1	1	0	0	0	0
	27,500	1	6	3	3	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	70,000 +	4	7	7	0	0	0	0	0	0	0	1	1	0
		3	20	20	0	0	0	0	0	0	0	0	0	0
	34,999	2	34	26	8	0	0	0	1	1	0	1	0	1
	30,000	1	64	40	24	1	1	0	1	1	0	3	2	1
Semi-professionals and technicians / Semi-professionnels et techniciens	49,999	4	2	2	0	0	0	0	0	0	0	0	0	0
	45,000	3	8	7	1	0	0	0	0	0	0	1	1	0
	29,999	2	14	12	2	0	0	0	1	1	0	0	0	0
	27,500	1	20	16	4	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	39,999	4	4	2	2	0	0	0	0	0	0	0	0	0
	35,000	3	5	2	3	0	0	0	0	0	0	1	1	0
	34,999	2	8	2	6	0	0	0	1	0	1	1	0	1
	30,000	1	4	2	2	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3871 (9-88) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form *Formulaire* 2 Part A, *Partie A,* Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	34,999	4	23	4	19	0	0	0	0	0	0	0	0	0
	30,000	3	51	8	43	0	0	0	1	1	0	0	0	0
	19,999	2	59	5	54	0	0	0	1	0	1	0	0	0
	17,500	1	3	1	2	0	0	0	0	0	0	0	0	0
Sales workers *Employes du secteur de la vente*	N/A	4 3 2 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employes du secteur des services*	N/A	4 3 2 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	N/A	4 3 2 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels specialises*	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	34,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	9	9	0	0	0	0	1	1	0	0	0	0
	20,000	1	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			369	194	175	1	1	0	9	7	2	9	6	3

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: *Période de rapport:* 19 89

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (preciser)* QUEBEC ☐ Designated CMA (specify) *RMR designee (preciser)*

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres superieurs*	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermediaires et autres cadres*	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	39,999 35,000 24,999 22,500	4 3 2 1	1 0 0 1	0 0 0 0	1 0 0 1	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaitres*	N/A	4 3 2 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

EMP 3886 (9-88) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins éleve; 4 représente les salaires du quart le plus éleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* 2 Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	Quarter *Quart* **	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	24,999	4	5	0	5	0	0	0	0	0	0	0	0	0
	22,500	3	4	0	4	0	0	0	0	0	0	0	0	0
	12,499	2	4	0	4	0	0	0	0	0	0	0	0	0
	10,000	1	6	0	6	0	0	0	1	0	1	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			21	0	21	0	0	0	1	0	1	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (preciser)* QUEBEC

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ECHELLES DE REMUNERATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	1	1	0	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	6	5	1	0	0	0	0	0	0	0	0	0
$22,500 - $24,999	60	14	46	0	0	0	2	1	1	0	0	0
$25,000 - $27,499	53	7	46	0	0	0	1	1	0	0	0	0
$27,500 - $29,999	9	3	6	0	0	0	0	0	0	0	0	0
$30,000 - $34,999	68	35	33	1	1	0	2	1	1	3	2	1
$35,000 - $39,999	69	41	28	0	0	0	2	2	0	2	1	1
$40,000 - $49,999	57	46	11	0	0	0	1	1	0	1	1	0
$50,000 - $69,999	43	39	4	0	0	0	1	1	0	3	2	1
$70,000 and over *et plus*	3	3	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	369	194	175	1	1	0	9	7	2	9	6	3

EMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): QUEBEC

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500 - $9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	3	0	3	0	0	0	1	0	1	0	0	0
$12,500 - $14,999	3	0	3	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	4	0	4	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	3	0	3	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	7	0	7	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	1	0	1	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 and over / et plus	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	21	0	21	0	0	0	1	0	1	0	0	0

LMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) / *National (Canada)*

☒ Province / Territory (specify) / *Province / territoire (préciser)* QUEBEC

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / *Professionnels*	12	7	5	1	1	0	0	0	0	2	1	1
Semi-professionals and technicians / *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / *Employés de bureau*	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers / *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / *Autres travailleurs manuels*	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	13	8	5	1	1	0	0	0	0	2	1	1

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Form / *Formulaire* 4 Part B / *Partie B*

Name of Business: / *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* QUEBEC

Reporting Period: / *Période de rapport:* 1989

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*												
Middle or other managers / *Cadres intermédiaires et autres cadres*												
Professionals / *Professionnels*												
Semi-professionals and technicians / *Semi-professionnels et techniciens*												
Supervisors / *Surveillants*												
Foremen/women / *Contremaîtres*												
Clerical workers / *Employés de bureau*												
Sales workers / *Employés du secteur de la vente*												
Service workers / *Employés du secteur des services*												
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers / *Travailleurs manuels spécialisés*												
Other manual workers / *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser): QUEBEC

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	1	1	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	10	5	5	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaitres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels specialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	11	6	5	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	12	7	5	0	0	0	0	0	0	0	0	0

EMP. 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **5** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* QUEBEC

Reporting Period: *Période de rapport:* 1989

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) QUEBEC

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	2	2	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	6	4	2	0	0	0	1	1	0	1	0	1
Semi-professionals and technicians / Semi-professionnels et techniciens	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	4	1	3	0	0	0	0	0	0	1	1	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	1	1	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	14	9	5	0	0	0	1	1	0	3	2	1

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit

☐ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (preciser) QUEBEC

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 2 Part A *Partie A* Page 1

Name of Business: *Nom de l'entreprise:*	Industrial Sector *Branche d'activité*	Reporting Period *Période de rapport*
CANADA MORTGAGE AND HOUSING CORPORATION	GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION	1989

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO ☐ Designated CMA (specify) *RMR désignée (préciser)* _____

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers *Cadres supérieurs*	70,000 +	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	69,999	2	8	6	2	0	0	0	0	0	0	0	0	0
	65,000	1	24	21	3	0	0	0	1	1	0	1	1	0
Middle or other managers *Cadres intermédiaires et autres cadres*	70,000 +	4	55	50	5	0	0	0	0	0	0	1	1	0
		3	100	85	15	0	0	0	2	2	0	7	6	1
	27,499	2	75	38	37	0	0	0	1	0	1	4	3	1
	25,000	1	36	11	25	0	0	0	3	0	3	2	1	1
Professionals *Professionnels*	70,000 +	4	51	47	4	0	0	0	1	1	0	1	1	0
		3	150	111	39	2	1	1	1	0	1	13	11	2
	27,499	2	205	150	55	5	4	1	4	3	1	20	16	4
	25,000	1	105	37	68	4	3	1	2	2	0	6	2	4
Semi-professionals and technicians *Semi-professionnels et techniciens*	59,999	4	2	1	1	0	0	0	0	0	0	0	0	0
	55,000	3	17	8	9	0	0	0	0	0	0	0	0	0
	27,499	2	32	24	8	0	0	0	0	0	0	0	0	0
	25,000	1	29	17	12	1	1	0	2	1	1	0	0	0
Supervisors *Surveillants*	49,999	4	6	3	3	0	0	0	0	0	0	0	0	0
	45,000	3	18	4	14	0	0	0	0	0	0	0	0	0
	29,999	2	27	13	14	0	0	0	0	0	0	2	0	2
	27,500	1	24	2	22	0	0	0	0	0	0	1	0	1
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 1871 (9-86) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	39,999	4	5	2	3	0	0	0	0	0	0	0	0	0
	35,000	3	101	7	94	0	0	0	3	0	3	3	0	3
	17,499	2	289	16	273	3	0	3	6	0	6	16	1	15
	15,000	1	45	11	34	1	0	1	2	1	1	3	2	1
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	39,999	4	9	2	7	0	0	0	0	0	0	1	1	0
	35,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	24,999	2	3	0	3	0	0	0	0	0	0	0	0	0
	22,500	1	1	0	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels specialises*	34,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	30,000	3	3	3	0	0	0	0	1	1	0	0	0	0
	24,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,500	1	3	3	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	27,499	4	5	5	0	0	0	0	0	0	0	1	1	0
	25,000	3	4	3	1	0	0	0	1	1	0	0	0	0
	24,999	2	7	6	1	0	0	0	0	0	0	0	0	0
	22,500	1	5	4	1	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			1448	693	755	16	9	7	30	13	17	82	47	35

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 2 Part B, Partie B, Page 1

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: Période de rapport: 19 89

Location-Endroit

☐ National (Canada) National (Canada)

☒ Province / Territory (specify) Province / territoire (preciser) ONTARIO

☐ Designated CMA (specify) RMR designee (preciser)

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	34,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	30,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	44,999	4	2	1	1	0	0	0	0	0	0	0	0	0
	40,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	3	0	3	0	0	0	0	0	0	0	0	0
	30,000	1	3	0	3	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	29,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	27,500	3	0	0	0	0	0	0	0	0	0	0	0	0
	17,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	15,000	1	1	0	1	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3886 (9-86) F 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* 2 Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	Quarter** *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	27,499	4	3	0	3	0	0	0	0	0	0	0	0	0
	25,000	3	3	0	3	0	0	0	0	0	0	0	0	0
	12,499	2	3	0	3	0	0	0	1	0	1	0	0	0
	10,000	1	5	0	5	0	0	0	0	0	0	0	0	0
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			25	1	24	0	0	0	1	0	1	0	0	0

EMP 1886 (9-86) E 7

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise*
CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:*
GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (preciser)* ONTARIO

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ECHELLES DE REMUNERATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	1	1	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	10	4	6	0	0	0	0	0	0	1	1	0
$20,000 - $22,499	26	5	21	1	0	1	2	1	1	1	1	0
$22,500 - $24,999	138	21	117	1	0	1	3	0	3	5	0	5
$25,000 - $27,499	168	17	151	2	0	2	4	1	3	12	2	10
$27,500 - $29,999	51	9	42	0	0	0	2	1	1	2	0	2
$30,000 - $34,999	187	37	150	1	1	0	6	1	5	7	1	6
$35,000 - $39,999	197	92	105	4	3	1	4	2	2	7	3	4
$40,000 - $49,999	279	185	94	5	4	1	4	3	1	24	19	5
$50,000 - $69,999	341	277	64	2	1	1	5	4	1	22	19	3
$70,000 and over *et plus*	50	45	5	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*	1448	693	755	16	9	7	30	13	17	82	47	35

EMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser): ONTARIO

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500 - $9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	2	0	2	0	0	0	0	0	0	0	0	0
$12,500 - $14,999	3	0	3	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	3	0	3	0	0	0	1	0	1	0	0	0
$17,500 - $19,999	1	0	1	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	4	0	4	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	3	0	3	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	7	0	7	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	2	1	1	0	0	0	0	0	0	0	0	0
$50,000 and over / et plus	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	25	1	24	0	0	0	1	0	1	0	0	0

EMP. 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) ONTARIO

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	10	5	5	0	0	0	1	0	1	1	1	0
Professionals / Professionnels	21	10	11	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians / Semi-professionnels et techniciens	6	3	3	0	0	0	1	0	1	0	0	0
Supervisors / Surveillants	2	1	1	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	11	0	11	1	0	1	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	52	21	31	1	0	1	2	0	2	2	1	1

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 4 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period: / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

LMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIES PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 5 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (preciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'interieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	5	3	2	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	7	4	3	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	27	21	6	0	0	0	0	0	0	3	3	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	4	0	4	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	17	1	16	0	0	0	0	0	0	1	0	1
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	2	0	2	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels spécialisés*	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	1	1	0	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIES PROMUS*	64	31	33	0	0	0	0	0	0	5	4	1
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	64	31	33	0	0	0	0	0	0	5	4	1

EMP. 3849 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 5 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Catégories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 6 Part A *Partie*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* ONTARIO

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	2	1	1	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	12	4	8	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	35	28	7	1	1	0	1	1	0	4	4	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	6	2	4	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	1	1	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	36	9	27	1	0	1	0	0	0	3	1	2
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	1	1	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	93	46	47	2	1	1	1	1	0	7	5	2

EMP. 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (preciser) ONTARIO

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	1	0	1	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	2	0	2	0	0	0	0	0	0	1	0	1
Semi-professionals and technicians / Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	4	0	4	0	0	0	0	0	0	1	0	1

EMP. 3885 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A / Partie A Page 1

Name of Business / Nom de l'entreprise	Industrial Sector / Branche d'activité	Reporting Period / Période de rapport
CANADA MORTGAGE AND HOUSING CORPORATION	GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION	19 89

Location-Endroit

☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) MANITOBA ☐ Designated CMA (specify) / RMR désignée (préciser)

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres	54,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	50,000	3	2	1	1	0	0	0	1	1	0	0	0	0
	39,999	2	1	0	1	0	0	0	0	0	0	0	0	0
	35,000	1	5	3	2	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	70,000 +	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	3	3	0	0	0	0	0	0	0	0	0	0
	29,999	2	7	6	1	0	0	0	0	0	0	0	0	0
	27,500	1	18	11	7	2	2	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	44,999	4	2	1	1	0	0	0	0	0	0	0	0	0
	40,000	3	5	5	0	0	0	0	0	0	0	0	0	0
	29,999	2	2	2	0	0	0	0	0	0	0	0	0	0
	27,500	1	4	4	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	34,999	4	4	0	4	0	0	0	0	0	0	0	0	0
	30,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	29,999	2	1	0	1	1	0	1	0	0	0	0	0	0
	27,500	1	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3871 (9-86) F 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	29,999	4	12	0	12	0	0	0	1	0	1	1	0	1
	27,500	3	12	0	12	2	0	2	0	0	0	0	0	0
	19,999	2	10	0	10	2	0	2	0	0	0	1	0	1
	17,500	1	7	1	6	2	0	2	0	0	0	0	0	0
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			99	39	60	9	2	7	2	1	1	2	0	2

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 2 Part B, Partie B, Page 1

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: Période de rapport: 19 89

Location-Endroit

☐ National (Canada) National (Canada) ☒ Province / Territory (specify) Province / territoire (préciser) MANITOBA ☐ Designated CMA (specify) RMR désignée (préciser)

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	22,499	4	1	0	1	0	0	0	0	0	0	0	0	0
	20,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	20,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors Surveillants	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form / Formulaire 2 Part B, / Partie B, Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	17,499	4	2	1	1	1	1	0	1	1	0	0	0	0
	15,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	2	1	0	1	0	0	0	0	0	0	0	0	0
	10,000	1	2	0	2	0	0	0	0	0	0	1	0	1
Sales workers / Employés du secteur de la vente	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers / Employés du secteur des services	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers / Autres travailleurs manuels	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			6	1	5	1	1	0	1	1	0	1	0	1

EMP 1886 (9-86) E 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*

Form / Formulaire 3 Part A / Partie A

Name of Business: / Nom de l'entreprise:
CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité:
GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (preciser) MANITOBA

Reporting Period: / Période de rapport: 1989

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salaries			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under / Moins de $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	1	0	1	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	10	1	9	2	0	2	0	0	0	1	0	1
$22,500 - $24,999	15	0	15	4	0	4	0	0	0	0	0	0
$25,000 - $27,499	13	0	13	0	0	0	1	0	1	1	0	1
$27,500 - $29,999	4	2	2	1	1	0	0	0	0	0	0	0
$30,000 - $34,999	20	10	10	1	0	1	0	0	0	0	0	0
$35,000 - $39,999	21	14	7	1	1	0	0	0	0	0	0	0
$40,000 - $49,999	10	7	3	0	0	0	1	1	0	0	0	0
$50,000 - $69,999	4	4	0	0	0	0	0	0	0	0	0	0
$70,000 and over / et plus	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	99	39	60	9	2	7	2	1	1	2	0	2

EMP. 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form / Formulaire 3 Part B / Partie B

Name of Business / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): MANITOBA

Reporting Period / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500 - $9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	2	0	2	0	0	0	0	0	0	1	0	1
$12,500 - $14,999	1	0	1	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	2	1	1	1	1	0	1	1	0	0	0	0
$17,500 - $19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	1	0	1	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 and over / et plus	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	6	1	5	1	1	0	1	1	0	1	0	1

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE. See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire **4** Part A Partie A

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* MANITOBA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	3	3	0	1	1	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	3	0	3	0	0	0	0	0	0	1	0	1
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	6	3	3	1	1	0	0	0	0	1	0	1

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / *Formulaire* 4 Part B / *Partie B*

Name of Business: / *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* MANITOBA

Reporting Period: / *Période de rapport:* 1989

Occupational Groups / *Catégories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / *Professionnels*	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / *Employés de bureau*	2	0	2	0	0	0	0	0	0	1	0	1
Sales workers / *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED / *NOMBRE TOTAL DE RECRUTEMENTS*	2	0	2	0	0	0	0	0	0	1	0	1

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 5 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* MANITOBA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	6	6	0	1	1	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	1	0	1	1	0	1	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	2	0	2	1	0	1	0	0	0	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	9	6	3	3	1	2	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	9	6	3	3	1	2	0	0	0	0	0	0

EMP. 3869 (9-84)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) MANITOBA

Reporting Period: / Période de rapport: 1989

Occupational Groups / Categories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les [illegible] permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 6 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* MANITOBA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	1	0	1	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	2	1	1	1	0	1	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	6	0	6	0	0	0	0	0	0	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	10	2	8	1	0	1	0	0	0	0	0	0

EMP. 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
*CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form / Formulaire 6 Part B / Partie B

NOTE: See instructions
NOTA: Voir instructions

Name of Business: / *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) / *National (Canada)* ☒ Province / Territory (specify) / *Province / territoire (préciser)* MANITOBA

Reporting Period: / *Période de rapport:* 19 89

Occupational Groups / *Categories professionnelles*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapées*			Members of Visible Minorities / *Membres des minorités visibles*		
	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / *Professionnels*	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / *Employés de bureau*	1	0	1	0	0	0	0	0	0	0	0	0
Sales workers / *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	1	0	1	0	0	0	0	0	0	0	0	0

EMP. 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire **2** Part A, Partie A, Page 1

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period Période de rapport 19 89

Location-Endroit ☐ National (Canada) National (Canada) ☒ Province / Territory (specify) Province / territoire (preciser) SASKATCHEWAN ☐ Designated CMA (specify) RMR designee (preciser)

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'echelle de remuneration	** Quarter Quart	All Employees Tous les salaries			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres superieurs	70,000 +	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	69,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	65,000	1	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermediaires et autres cadres	69,999	4	7	6	1	0	0	0	1	1	0	1	1	0
	65,000	3	5	5	0	0	0	0	0	0	0	0	0	0
	29,999	2	7	4	3	0	0	0	0	0	0	0	0	0
	27,500	1	5	2	3	0	0	0	1	0	1	0	0	0
Professionals Professionnels	70,000 +	4	2	2	0	0	0	0	0	0	0	0	0	0
		3	7	6	1	0	0	0	0	0	0	0	0	0
	34,999	2	12	6	6	0	0	0	0	0	0	0	0	0
	30,000	1	28	15	13	1	1	0	0	0	0	1	1	0
Semi-professionals and technicians Semi-professionnels et techniciens	39,999	4	2	2	0	0	0	0	0	0	0	0	0	0
	35,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	29,999	2	8	8	0	0	0	0	0	0	0	0	0	0
	27,500	1	5	4	1	1	1	0	0	0	0	0	0	0
Supervisors Surveillants	39,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	35,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	29,999	2	2	0	2	0	0	0	0	0	0	0	0	0
	27,500	1	2	0	2	0	0	0	0	0	0	0	0	0
Foremen/women Contremaitres	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 1871 (9-86) F 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire 2 Part A, Partie A, Page 2

NOTE: See instructions
NOTA Voir instructions

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	34,999	4	5	0	5	0	0	0	1	0	1	0	0	0
	30,000	3	11	0	11	0	0	0	0	0	0	1	0	1
	19,999	2	24	0	24	0	0	0	0	0	0	1	0	1
	17,500	1	14	0	14	0	0	0	0	0	0	0	0	0
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			151	62	89	2	2	0	3	1	2	4	2	2

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins élevé; 4 represente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (preciser) SASKATCHEWAN

☐ Designated CMA (specify) / RMR designée (préciser)

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Professionals / Professionnels	22,499	4	1	0	1	0	0	0	0	0	0	0	0	0
	20,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	20,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors / Surveillants	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women / Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3886 (V-86) F 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	12,499	4	1	0	1	0	0	0	0	0	0	0	0	0
	10,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	10,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers *Employes du secteur de la vente*	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	~~0~~	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	~~0~~	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			2	0	2	0	0	0	0	0	0	0	0	0

EMP 1886 (91-06) E 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (preciser)* SASKATCHEWAN

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ÉCHELLES DE RÉMUNERATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	1	0	1	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	16	0	16	0	0	0	0	0	0	0	0	0
$22,500 - $24,999	21	0	21	0	0	0	0	0	0	1	0	1
$25,000 - $27,499	11	0	11	0	0	0	0	0	0	1	0	1
$27,500 - $29,999	10	5	5	1	1	0	1	0	1	0	0	0
$30,000 - $34,999	30	15	15	1	1	0	0	0	0	0	0	0
$35,000 - $39,999	18	10	8	0	0	0	1	0	1	1	1	0
$40,000 - $49,999	24	14	10	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	18	16	2	0	0	0	1	1	0	1	1	0
$70,000 and over *et plus*	2	2	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	151	62	89	2	2	0	3	1	2	4	2	2

EMP. 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500 - $9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	1	0	1	0	0	0	0	0	0	0	0	0
$12,500 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	1	0	1	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 and over / et plus	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	2	0	2	0	0	0	0	0	0	0	0	0

EMP. 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 4 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	2	2	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	4	2	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	3	0	3	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/ A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED / NOMBRE TOTAL DE RECRUTEMENTS	9	4	5	0	0	0	0	0	0	0	0	0

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **4** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* SASKATCHEWAN

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3490 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 5 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit

☐ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (préciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted)
Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	1	0	1	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	5	2	3	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	6	2	4	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	6	2	4	0	0	0	0	0	0	0	0	0

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
*AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 5 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* SASKATCHEWAN

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit

☐ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (préciser) SASKATCHEWAN

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	1	1	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	1	0	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	1	1	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	5	2	3	0	0	0	0	0	0	0	0	0

EMP. 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) SASKATCHEWAN

Reporting Period / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A, Page 1

Name of Business / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Reporting Period / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser): ALBERTA
☐ Designated CMA (specify) / RMR designee (préciser)

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers / Cadres intermédiaires et autres cadres	54,999	4	6	2	4	0	0	0	0	0	0	0	0	0
	50,000	3	5	5	0	0	0	0	0	0	0	0	0	0
	34,999	2	3	2	1	0	0	0	0	0	0	1	1	0
	30,000	1	7	2	5	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	70,000 +	4	2	2	0	0	0	0	1	1	0	0	0	0
		3	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	2	9	6	3	0	0	0	0	0	0	1	0	1
	30,000	1	25	11	14	0	0	0	0	0	0	1	1	0
Semi-professionals and technicians / Semi-professionnels et techniciens	44,999	4	2	2	0	0	0	0	C	0	0	0	0	0
	40,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	4	3	1	0	0	0	0	0	0	0	0	0
	30,000	1	14	12	2	0	0	0	0	0	0	1	1	0
Supervisors / Surveillants	39,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	35,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	29,999	2	4	0	4	0	0	0	0	0	0	1	0	1
	27,500	1	3	0	3	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3871 (9-86) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form Formulaire **2** Part A, Partie A, Page 2

NOTE See instructions
NOTA Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	34,999	4	6	0	6	0	0	0	0	0	0	2	0	2
	30,000	3	13	0	13	0	0	0	1	0	1	2	0	2
	19,999	2	27	0	27	1	0	1	1	0	1	5	0	5
	17,500	1	10	0	10	0	0	0	0	0	0	3	0	3
Sales workers / Employés du secteur de la vente	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers / Employés du secteur des services	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers / Autres travailleurs manuels	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			143	49	94	1	0	1	3	1	2	17	3	14

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire 2 Part B, Partie B, Page 1

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: Période de rapport: 19 89

Location-Endroit

☐ National (Canada) National (Canada) ☒ Province / Territory (specify) Province / territoire (préciser) ALBERTA ☐ Designated CMA (specify) RMR désignée (préciser) _____

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Professionals Professionnels	34,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	30,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors Surveillants	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 5686 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* 2 Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salaries*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	14,999	4	2	0	2	0	0	0	0	0	0	0	0	0
	12,500	3	1	0	1	0	0	0	0	0	0	0	0	0
	12,499	2	1	0	1	0	0	0	0	0	0	1	0	1
	10,000	1	5	0	5	0	0	0	1	0	1	1	0	1
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			10	0	10	0	0	0	1	0	1	2	0	2

EMP 1686 (5-86) F 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (preciser)* ALBERTA

Reporting Period: *Période de rapport:* 1989

SALARY RANGES *ECHELLES DE REMUNERATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	1	0	1	0	0	0	0	0	0	0	0	0
$20,000 - $22,499	16	0	16	0	0	0	0	0	0	4	0	4
$22,500 - $24,999	20	0	20	1	0	1	1	0	1	4	0	4
$25,000 - $27,499	13	0	13	0	0	0	1	0	1	2	0	2
$27,500 - $29,999	3	0	3	0	0	0	0	0	0	2	0	2
$30,000 - $34,999	38	16	22	0	0	0	0	0	0	2	1	1
$35,000 - $39,999	19	10	9	0	0	0	0	0	0	2	2	0
$40,000 - $49,999	22	15	7	0	0	0	0	0	0	0	0	0
$50,000 - $69,999	9	6	3	0	0	0	0	0	0	1	0	1
$70,000 and over *et plus*	2	2	0	0	0	0	1	1	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*	143	49	94	1	0	1	3	1	2	17	3	14

LMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
*PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser): ALBERTA

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500 - $9,999	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	5	0	5	0	0	0	1	0	1	1	0	1
$12,500 - $14,999	4	0	4	0	0	0	0	0	0	1	0	1
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	0	0	0	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	1	0	1	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 and over / et plus	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS	10	0	10	0	0	0	1	0	1	2	0	2

LMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 4 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* ALBERTA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	3	1	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	5	1	4	0	0	0	0	0	0	0	0	0

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **4** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* ALBERTA

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	0	0	0	0	0	0	0	0	0	0	0	0

LMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 5 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (preciser)* ALBERTA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	3	1	2	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	5	1	4	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaitres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employes de bureau*	4	0	4	0	0	0	0	0	0	2	0	2
Sales workers *Employes du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels specialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	12	2	10	0	0	0	0	0	0	2	0	2
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	12	2	10	0	0	0	0	0	0	2	0	2

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 5 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) ALBERTA

Reporting Period: / Période de rapport: 1989

Occupational Groups / Catégories professionnelles	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) / Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)											
	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs												
Middle or other managers / Cadres intermédiaires et autres cadres												
Professionals / Professionnels												
Semi-professionals and technicians / Semi-professionnels et techniciens												
Supervisors / Surveillants												
Foremen/women / Contremaîtres												
Clerical workers / Employés de bureau												
Sales workers / Employés du secteur de la vente												
Service workers / Employés du secteur des services												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans												
Semi-skilled manual workers / Travailleurs manuels spécialisés												
Other manual workers / Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED / NOMBRE TOTAL DE SALARIÉS PROMUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS / NOMBRE TOTAL D'AVANCEMENTS	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 6 Part A / Partie A

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit

☐ National (Canada) / National (Canada)

☒ Province / Territory (specify) / Province / territoire (préciser) ALBERTA

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Catégories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	1	1	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	6	4	2	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	2	1	1	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	5	0	5	0	0	0	1	0	1	1	0	1
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	14	6	8	0	0	0	1	0	1	1	0	1

EMP 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
*CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 6 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (préciser)* ALBERTA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	1	0	1	0	0	0	0	0	0	1	0	1
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	1	0	1	0	0	0	0	0	0	1	0	1

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire **2** Part A / Partie A — Page 1

Name of Business: / Nom de l'entreprise:	Industrial Sector: / Branche d'activité:	Reporting Period / Période de rapport:
CANADA MORTGAGE AND HOUSING CORPORATION	GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION	1989

Location-Endroit

☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser): BRITISH COLOMBIA ☐ Designated CMA (specify) / RMR désignée (préciser):

Occupational Groups / Catégories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	70,000 +	4	1	0	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 +	2	1	1	0	0	0	0	0	0	0	0	0	0
		1	2	1	1	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	64,999	4	8	6	2	0	0	0	0	0	0	0	0	0
	60,000	3	11	8	3	0	0	0	0	0	0	0	0	0
	34,999	2	6	5	1	0	0	0	0	0	0	0	0	0
	30,000	1	7	3	4	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	70,000 +	4	6	6	0	0	0	0	0	0	0	0	0	0
		3	11	9	2	0	0	0	0	0	0	0	0	0
	34,999	2	17	11	6	0	0	0	1	0	1	0	0	0
	30,000	1	40	20	20	0	0	0	1	0	1	6	3	3
Semi-professionals and technicians / Semi-professionnels et techniciens	49,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	45,000	3	2	2	0	0	0	0	0	0	0	0	0	0
	34,999	2	11	11	0	0	0	0	0	0	0	1	1	0
	30,000	1	14	12	2	0	0	0	0	0	0	1	1	0
Supervisors / Surveillants	39,999	4	4	0	4	0	0	0	0	0	0	1	0	1
	35,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	2	1	0	1	0	0	0	0	0	0	0	0	0
	25,000	1	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

ITAP 38/1 (9-88) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	44,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	40,000	3	3	0	3	0	0	0	1	0	1	1	0	1
	19,999	2	54	1	53	0	0	0	1	0	1	9	0	9
	17,500	1	45	2	43	3	0	3	3	1	2	6	1	5
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	39,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	35,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	20,000	1	1	0	1	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels specialisés*	34,999	4	3	2	1	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	25,000	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	27,499	4	3	2	1	0	0	0	0	0	0	0	0	0
	25,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	22,499	2	13	10	3	0	0	0	0	0	0	0	0	0
	20,000	1	5	5	0	1	1	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			275	119	156	4	1	3	7	1	6	25	6	19

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 2 Part B, Partie B, Page 1

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: / Période de rapport: 1989

Location-Endroit

☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (préciser) BRITISH COLOMBIA ☐ Designated CMA (specify) / RMR désignée (préciser)

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers / Cadres supérieurs	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	4 3 2 1	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	4 3 2 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

IMP. 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers *Employés de bureau*	12,499	4	1	0	1	0	0	0	1	0	1	0	0	0
	10,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	10,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Other manual workers *Autres travailleurs manuels*	22,499	4	2	1	1	0	0	0	0	0	0	0	0	0
	20,000	3	2	1	1	0	0	0	0	0	0	0	0	0
	9,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	7,500	1	4	2	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			9	4	5	0	0	0	1	0	1	0	0	0

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* 3 Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*
☐ National (Canada) *National (Canada)*
☒ Province / Territory (specify) *Province / territoire (preciser)* BRITISH COLOMBIA

Reporting Period: *Periode de rapport:* 1989

SALARY RANGES *ECHELLES DE RÉMUNERATION*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under *Moins de* $10,000	0	0	0	0	0	0	0	0	0	0	0	0
$10,000 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	0	0	0	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	4	1	3	1	0	1	2	1	1	0	0	0
$20,000 - $22,499	33	13	20	1	1	0	1	0	1	3	1	2
$22,500 - $24,999	35	3	32	2	0	2	0	0	0	4	0	4
$25,000 - $27,499	34	3	31	0	0	0	1	0	1	6	0	6
$27,500 - $29,999	6	1	5	0	0	0	0	0	0	0	0	0
$30,000 - $34,999	41	18	23	0	0	0	1	0	1	4	1	3
$35,000 - $39,999	48	28	20	0	0	0	1	0	1	6	3	3
$40,000 - $49,999	38	24	14	0	0	0	1	0	1	2	1	1
$50,000 - $69,999	31	25	6	0	0	0	0	0	0	0	0	0
$70,000 and over *et plus*	5	3	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*	275	119	156	4	1	3	7	1	6	25	6	19

LMP 3848 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents a temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 3 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit: ☐ National (Canada) / National (Canada) ☒ Province / Territory (specify) / Province / territoire (preciser): BRITISH COLOMBIA

Reporting Period: / Période de rapport: 19 89

SALARY RANGES / ÉCHELLES DE RÉMUNÉRATION	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapees			Members of Visible Minorities / Membres des minorites visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
Under / Moins de $2,500	0	0	0	0	0	0	0	0	0	0	0	0
$2,500 - $4,999	0	0	0	0	0	0	0	0	0	0	0	0
$5,000 - $7,499	0	0	0	0	0	0	0	0	0	0	0	0
$7,500 - $9,999	2	1	1	0	0	0	0	0	0	0	0	0
$10,000 - $12,499	3	1	2	0	0	0	1	0	1	0	0	0
$12,500 - $14,999	0	0	0	0	0	0	0	0	0	0	0	0
$15,000 - $17,499	2	1	1	0	0	0	0	0	0	0	0	0
$17,500 - $19,999	1	0	1	0	0	0	0	0	0	0	0	0
$20,000 - $24,999	1	1	0	0	0	0	0	0	0	0	0	0
$25,000 - $29,999	0	0	0	0	0	0	0	0	0	0	0	0
$30,000 - $39,999	0	0	0	0	0	0	0	0	0	0	0	0
$40,000 - $49,999	0	0	0	0	0	0	0	0	0	0	0	0
$50,000 and over / et plus	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIES	9	4	5	0	0	0	1	0	1	0	0	0

EMP 3849 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES HIRED*
*RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form Formulaire 4 Part A Partie A

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-Endroit

☐ National (Canada) National (Canada)

☒ Province / Territory (specify) Province / territoire (preciser) BRITISH COLOMBIA

Reporting Period: Période de rapport: 19 89

Occupational Groups Catégories professionnelles	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres	1	1	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	3	2	1	0	0	0	0	0	0	1	1	0
Semi-professionals and technicians Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NA/
Clerical workers Employés de bureau	10	0	10	1	0	1	2	0	2	1	0	1
Sales workers Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers Autres travailleurs manuels	3	1	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	17	4	13	1	0	1	2	0	2	2	1	1

EMP. 3870 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* **4** Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* BRITISH COLOMBIA

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	0	0	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	6	3	3	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED *NOMBRE TOTAL DE RECRUTEMENTS*	6	3	3	0	0	0	0	0	0	0	0	0

EMP 3890 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT FULL-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **5** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* BRITISH COLOMBIA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	2	1	1	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	9	6	3	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	2	2	0	0	0	0	0	0	0	1	1	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	9	0	9	0	0	0	0	0	0	1	0	1
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	22	9	13	0	0	0	0	0	0	2	1	1
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	23	10	13	0	0	0	0	0	0	2	1	1

EMP 3869 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* 5 Part B *Partie B*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES / ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*: ☐ National (Canada) *National (Canada)* ☒ Province / Territory (specify) *Province / territoire (préciser)* BRITISH COLOMBIA

Reporting Period: *Période de rapport:* 1989

Occupational Groups *Categories professionnelles*	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) *Salariés promus (les salariés promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle ils ont été promus en dernier)*											
	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*												
Middle or other managers *Cadres intermédiaires et autres cadres*												
Professionals *Professionnels*												
Semi-professionals and technicians *Semi-professionnels et techniciens*												
Supervisors *Surveillants*												
Foremen/women *Contremaîtres*												
Clerical workers *Employés de bureau*												
Sales workers *Employés du secteur de la vente*												
Service workers *Employés du secteur des services*												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*												
Semi-skilled manual workers *Travailleurs manuels spécialisés*												
Other manual workers *Autres travailleurs manuels*												
TOTAL NUMBER OF EMPLOYEES PROMOTED *NOMBRE TOTAL DE SALARIÉS PROMUS*	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS *NOMBRE TOTAL D'AVANCEMENTS*	0	0	0	0	0	0	0	0	0	0	0	0

EMP 3883 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form *Formulaire* **6** Part A *Partie A*

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☒ Province / Territory (specify) *Province / territoire (préciser)* BRITISH COLOMBIA

Reporting Period: *Période de rapport:* 19 89

Occupational Groups *Catégories professionnelles*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers *Cadres supérieurs*	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers *Cadres intermédiaires et autres cadres*	1	1	0	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	7	6	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	2	2	0	0	0	0	0	0	0	0	0	0
Supervisors *Surveillants*	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers *Employés de bureau*	14	0	14	0	0	0	1	0	1	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers *Employés du secteur des services*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers *Travailleurs manuels spécialisés*	1	0	1	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	3	2	1	0	0	0	0	0	0	1	1	0
TOTAL NUMBER OF EMPLOYEES TERMINATED *NOMBRE TOTAL DE CESSATIONS DE FONCTIONS*	28	11	17	0	0	0	1	0	1	1	1	0

EMP. 3872 (9-86)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form / Formulaire 6 Part B / Partie B

Name of Business: / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Location-Endroit
☐ National (Canada) / National (Canada)
☒ Province / Territory (specify) / Province / territoire (préciser) BRITISH COLOMBIA

Reporting Period: / Période de rapport: 19 89

Occupational Groups / Categories professionnelles	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers / Cadres supérieurs	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	0	0	0	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians / Semi-professionnels et techniciens	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors / Surveillants	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Clerical workers / Employés de bureau	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Service workers / Employés du secteur des services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers / Autres travailleurs manuels	4	2	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED / NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	4	2	2	0	0	0	0	0	0	0	0	0

EMP 3889 (9-86)

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS A TEMPS PLEIN*

Form Formulaire 2 Part A Partie A Page 1

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: Période de rapport: 19 89

Location-Endroit

☐ National (Canada) National (Canada) ☐ Province / Territory (specify) Province / territoire (préciser) _____ ☒ Designated CMA (specify) RMR designee (préciser) MONTREAL

Occupational Groups Catégories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	70,000 +	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 +	2	0	0	0	0	0	0	0	0	0	0	0	0
		1	1	1	0	0	0	0	0	0	0	0	0	0
Middle or other managers Cadres intermédiaires et autres cadres	69,999	4	6	5	1	0	0	0	0	0	0	1	1	0
	65,000	3	1	1	0	0	0	0	0	0	0	0	0	0
	39,999	2	7	7	0	0	0	0	0	0	0	0	0	0
	35,000	1	5	1	4	0	0	0	1	1	0	0	0	0
Professionals Professionnels	70,000 +	4	4	4	0	0	0	0	0	0	0	0	0	0
		3	15	15	0	0	0	0	0	0	0	0	0	0
	34,999	2	23	17	6	0	0	0	1	1	0	1	0	1
	30,000	1	33	17	16	0	0	0	0	0	0	2	1	1
Semi-professionals and technicians Semi-professionnels et techniciens	44,999	4	5	4	1	0	0	0	0	0	0	0	0	0
	40,000	3	2	1	1	0	0	0	0	0	0	0	0	0
	34,999	2	11	9	2	0	0	0	0	0	0	0	0	0
	30,000	1	3	1	2	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	39,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	35,000	3	4	2	2	0	0	0	0	0	0	1	1	0
	34,999	2	2	0	2	0	0	0	0	0	0	1	0	1
	30,000	1	4	1	3	0	0	0	1	0	1	0	0	0
Foremen/women Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3871 (9-86) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	34,999	4	12	2	10	0	0	0	0	0	0	0	0	0
	30,000	3	31	4	27	0	0	0	1	1	0	0	0	0
	19,999	2	31	4	27	0	0	0	1	0	1	0	0	0
	17,500	1	2	1	1	0	0	0	0	0	0	0	0	0
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifies et artisans*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialisés*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	34,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	2	2	0	0	0	0	0	0	0	0	0	0
	20,000	1	5	5	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			212	106	106	0	0	0	5	3	2	6	3	3

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins élevé; 4 represente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: *Période de rapport:* 19 89

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☒ Designated CMA (specify) *RMR désignée (préciser)* MONTREAL

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Professionals *Professionnels*	39,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	35,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	24,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,500	1	1	0	1	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors *Surveillants*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

IMP 3586 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form *Formulaire* **2** Part B, *Partie B,* Page 2

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups *Catégories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	24,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	22,500	3	3	0	3	0	0	0	0	0	0	0	0	0
	12,499	2	4	0	4	0	0	0	0	0	0	0	0	0
	10,000	1	5	0	5	0	0	0	1	0	1	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialises*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			15	0	15	0	0	0	1	0	1	0	0	0

EMP 1886 (9-86) F 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A, Partie A

Name of Business / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Reporting Period / Période de rapport: 19 89

Location-Endroit

☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☒ Designated CMA (specify) / RMR désignée (préciser) TORONTO

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col. 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	70,000 +	4	2	2	0	0	0	0	0	0	0	1	1	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	69,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	65,000	1	1	1	0	0	0	0	1	1	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	69,999	4	7	5	2	0	0	0	0	0	0	0	0	0
	65,000	3	4	3	1	0	0	0	0	0	0	1	0	1
	27,499	2	6	1	5	0	0	0	0	0	0	1	0	1
	25,000	1	5	4	1	0	0	0	1	0	1	0	0	0
Professionals / Professionnels	69,999	4	6	5	1	0	0	0	0	0	0	1	1	0
	65,000	3	9	6	3	1	1	0	0	0	0	1	1	0
	34,999	2	4	3	1	0	0	0	1	0	1	2	2	0
	30,000	1	12	4	8	0	0	0	0	0	0	3	1	2
Semi-professionals and technicians / Semi-professionnels et techniciens	39,999	4	2	2	0	0	0	0	0	0	0	0	0	0
	35,000	3	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	30,000	1	3	1	2	0	0	0	1	0	1	0	0	0
Supervisors / Surveillants	39,999	4	2	1	1	0	0	0	0	0	0	0	0	0
	35,000	3	2	1	1	0	0	0	0	0	0	1	0	1
	34,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	30,000	1	2	1	1	0	0	0	0	0	0	1	0	1
Foremen/women / Contremaîtres	~~N/A~~	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 1871 (89-06) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part A, Page 2
Formulaire Partie A,

NOTE: See instructions
NOTA: Voir instructions

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers / Employés de bureau	34,999	4	14	0	14	0	0	0	1	0	1	3	0	3
	30,000	3	19	2	17	0	0	0	0	0	0	5	0	5
	19,999	2	19	0	19	0	0	0	0	0	0	3	0	3
	17,500	1	7	2	5	1	0	1	0	0	0	2	1	1
Sales workers / Employés du secteur de la vente	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers / Employés du secteur des services	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels specialises	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers / Autres travailleurs manuels	27,499	4	1	1	0	0	0	0	0	0	0	0	0	0
	25,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	24,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	22,500	1	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			130	48	82	2	1	1	5	1	4	25	7	18

EMP 3871 (9-86) P 2

•• 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Reporting Period: *Période de rapport:* 1989

Location-*Endroit*

☐ National (Canada) *National (Canada)*

☐ Province / Territory (specify) *Province / territoire (preciser)* _____

☒ Designated CMA (specify) *RMR désignée (préciser)* TORONTO

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapees*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Professionals *Professionnels*	34,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	30,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors *Surveillants*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A [1]	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA : Voir instructions

Form / Formulaire 2 Part B, / Partie B, Page 2

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / Employés de bureau	22,499	4	1	0	1	0	0	0	0	0	0	0	0	0
	20,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	20,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers / Employés du secteur de la vente	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers / Employés du secteur des services	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers / Travailleurs qualifiés et artisans	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers / Travailleurs manuels spécialisés	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers / Autres travailleurs manuels	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / NOMBRE TOTAL DE SALARIÉS			2	0	2	0	0	0	0	0	0	0	0	0

EMP 1886 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 2 Part A. Partie A. Page 1

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period. Période de rapport 1989

Location-Endroit

☐ National (Canada) National (Canada) ☐ Province / Territory (specify) Province / territoire (preciser) _____ ☒ Designated CMA (specify) RMR designee (preciser) WINNIPEG

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de remuneration	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapees			Members of Visible Minorities Membres des minorites visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	54,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	50,000	3	2	1	1	0	0	0	1	1	0	0	0	0
	39,999	2	1	0	1	0	0	0	0	0	0	0	0	0
	35,000	1	5	3	2	0	0	0	0	0	0	0	0	0
Professionals Professionnels	70,000 +	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	3	3	0	0	0	0	0	0	0	0	0	0
	29,999	2	7	6	1	0	0	0	0	0	0	0	0	0
	27,500	1	18	11	7	2	2	0	0	0	0	0	0	0
Semi-professionals and technicians Semi-professionnels et techniciens	44,999	4	2	1	1	0	0	0	0	0	0	0	0	0
	40,000	3	5	5	0	0	0	0	0	0	0	0	0	0
	29,999	2	2	2	0	0	0	0	0	0	0	0	0	0
	27,500	1	4	4	0	0	0	0	0	0	0	0	0	0
Supervisors Surveillants	34,999	4	4	0	4	0	0	0	0	0	0	0	0	0
	30,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	29,999	2	1	0	1	1	0	1	0	0	0	0	0	0
	27,500	1	1	0	1	0	0	0	0	0	0	0	0	0
Foremen/women Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3871 (1988) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'echelle de remuneration*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorites visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employes de bureau*	34,999	4	2	0	2	0	0	0	0	0	0	0	0	0
	30,000	3	12	0	12	0	0	0	1	0	1	1	0	1
	19,999	2	16	0	16	4	0	4	0	0	0	0	0	0
	17,500	1	11	1	10	2	0	2	0	0	0	1	0	1
Sales workers *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels specialisés*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			99	39	60	9	2	7	2	1	1	2	0	2

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins élevé; 4 represente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form Formulaire **2** Part B, Partie B, Page 1

Name of Business: Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: Branche d'activité: GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION

Reporting Period: Période de rapport: 1989

Location-Endroit

☐ National (Canada) National (Canada) ☐ Province / Territory (specify) Province / territoire (preciser) _____ ☒ Designated CMA (specify) RMR designée (preciser) WINNIPEG

Occupational Groups Categories professionnelles	Top and bottom of salary range Maximum et minimum de l'échelle de rémunération	** Quarter Quart	All Employees Tous les salariés			Aboriginal Peoples Autochtones			Persons with Disabilities Personnes handicapées			Members of Visible Minorities Membres des minorités visibles		
			Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes	Total Number Nombre total	Men Hommes	Women Femmes
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers Cadres supérieurs	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers Cadres intermédiaires et autres cadres	22,499	4	1	0	1	0	0	0	0	0	0	0	0	0
	20,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	22,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	20,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Professionals Professionnels	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Semi-professionals and technicians Semi-professionnels et techniciens	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors Surveillants	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	17,499	4	2	1	1	1	1	0	1	1	0	0	0	0
	15,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	12,499	2	1	0	1	0	0	0	0	0	0	0	0	0
	10,000	1	2	0	2	0	0	0	0	0	0	1	0	1
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			6	1	5	1	1	0	1	1	0	1	0	1

EMP 1686 (9-86) E 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN**

Form *Formulaire* 2 Part A. *Partie A.* Page 1

Name of Business. *Nom de l'entreprise.*	Industrial Sector. *Branche d'activité:*	Reporting Period. *Période de rapport:*
CANADA MORTGAGE AND HOUSING CORPORATION	GOVERNMENT SERVICES INDUSTRIES ECONOMIC SERVICE ADMINISTRATION	19 89

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☒ Designated CMA (specify) *RMR designee (préciser)* EDMONTON

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*	54,999	4	3	1	2	0	0	0	0	0	0	0	0	0
	50,000	3	4	4	0	0	0	0	0	0	0	0	0	0
	34,999	2	1	1	0	0	0	0	0	0	0	0	0	0
	30,000	1	4	1	3	0	0	0	0	0	0	0	0	0
Professionals *Professionnels*	70,000 and over	4	1	1	0	0	0	0	0	0	0	0	0	0
		3	1	1	0	0	0	0	0	0	0	0	0	0
	34,999	2	5	2	3	0	0	0	0	0	0	0	0	0
	30,000	1	15	8	7	0	0	0	0	0	0	1	1	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	44,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	40,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	3	2	1	0	0	0	0	0	0	0	0	0
	30,000	1	8	7	1	0	0	0	0	0	0	1	1	0
Supervisors *Surveillants*	39,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	35,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	2	0	2	0	0	0	0	0	0	0	0	0
	30,000	1	2	0	2	0	0	0	0	0	0	0	0	0
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3871 (9-86) P 1

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form / *Formulaire* **2** Part A, / *Partie A,* Page 2

Occupational Groups / *Categories professionnelles*	Top and bottom of salary range / *Maximum et minimum de l'echelle de remuneration*	** Quarter / *Quart*	All Employees / *Tous les salariés*			Aboriginal Peoples / *Autochtones*			Persons with Disabilities / *Personnes handicapees*			Members of Visible Minorities / *Membres des minorites visibles*		
			Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*	Total Number / *Nombre total*	Men / *Hommes*	Women / *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers / *Employes de bureau*	34,999	4	2	0	2	0	0	0	0	0	0	0	0	0
	30,000	3	10	0	10	0	0	0	0	0	0	2	0	2
	19,999	2	11	0	11	0	0	0	0	0	0	1	0	1
	17,500	1	9	0	9	0	0	0	0	0	0	3	0	3
Sales workers / *Employes du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers / *Employes du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers / *Travailleurs qualifies et artisans*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Semi-skilled manual workers / *Travailleurs manuels specialises*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers / *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES / *NOMBRE TOTAL DE SALARIÉS*			83	29	54	0	0	0	0	0	0	8	2	6

EMP 3871 (9-86) P 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Reporting Period: *Période de rapport:* 19 89

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☒ Designated CMA (specify) *RMR désignée (préciser)* EDMONTON

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Professionals *Professionnels*	34,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	30,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors *Surveillants*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 3886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	14,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	12,500	3	1	0	1	0	0	0	0	0	0	0	0	0
	12,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	10,000	1	2	0	2	0	0	0	1	0	1	0	0	0
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIES*			5	0	5	0	0	0	1	0	1	0	0	0

EMP 5886 (9-86) E 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE See instructions
NOTA Voir instructions

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form / Formulaire 2 Part A / Partie A Page 1

Name of Business / Nom de l'entreprise: CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector / Branche d'activité: GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Reporting Period / Période de rapport: 1989

Location-Endroit

☐ National (Canada) / National (Canada) ☐ Province / Territory (specify) / Province / territoire (préciser) _____ ☒ Designated CMA (specify) / RMR designee (préciser) VANCOUVER

Occupational Groups / Categories professionnelles	Top and bottom of salary range / Maximum et minimum de l'échelle de rémunération	** Quarter / Quart	All Employees / Tous les salariés			Aboriginal Peoples / Autochtones			Persons with Disabilities / Personnes handicapées			Members of Visible Minorities / Membres des minorités visibles		
			Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes	Total Number / Nombre total	Men / Hommes	Women / Femmes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Upper-level managers / Cadres supérieurs	70,000 +	4	1	0	1	0	0	0	0	0	0	0	0	0
		3	0	0	0	0	0	0	0	0	0	0	0	0
	70,000 +	2	1	1	0	0	0	0	0	0	0	0	0	0
		1	2	1	1	0	0	0	0	0	0	0	0	0
Middle or other managers / Cadres intermédiaires et autres cadres	69,999	4	8	6	2	0	0	0	0	0	0	0	0	0
	65,000	3	8	5	3	0	0	0	0	0	0	0	0	0
	34,999	2	3	2	1	0	0	0	0	0	0	0	0	0
	30,000	1	2	1	1	0	0	0	0	0	0	0	0	0
Professionals / Professionnels	69,999	4	4	4	0	0	0	0	0	0	0	0	0	0
	65,000	3	7	5	2	0	0	0	0	0	0	0	0	0
	34,999	2	6	3	3	0	0	0	0	0	0	1	0	1
	30,000	1	22	10	12	0	0	0	0	0	0	4	2	2
Semi-professionals and technicians / Semi-professionnels et techniciens	44,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	40,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	34,999	2	3	3	0	0	0	0	0	0	0	0	0	0
	30,000	1	5	5	0	0	0	0	0	0	0	1	1	0
Supervisors / Surveillants	39,999	4	1	0	1	0	0	0	0	0	0	1	0	1
	35,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	39,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	35,000	1	2	0	2	0	0	0	0	0	0	0	0	0
Foremen/women / Contremaîtres	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 1871 (1988/01)

* Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* **2** Part A, *Partie A,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical workers *Employés de bureau*	44,999	4	1	0	1	0	0	0	0	0	0	0	0	0
	40,000	3	3	0	3	0	0	0	1	0	1	1	0	1
	19,999	2	24	1	23	0	0	0	1	0	1	5	0	5
	17,500	1	34	2	32	0	0	0	1	1	0	8	1	7
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	39,999	4	1	1	0	0	0	0	0	0	0	0	0	0
	35,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	39,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	35,000	1	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers *Travailleurs manuels spécialisés*	34,999	4	3	2	1	0	0	0	0	0	0	0	0	0
	30,000	3	0	0	0	0	0	0	0	0	0	0	0	0
	27,499	2	0	0	0	0	0	0	0	0	0	0	0	0
	25,000	1	1	1	0	0	0	0	0	0	0	0	0	0
Other manual workers *Autres travailleurs manuels*	27,499	4	3	2	1	0	0	0	0	0	0	0	0	0
	25,000	3	1	0	1	0	0	0	0	0	0	0	0	0
	22,499	2	13	10	3	0	0	0	0	0	0	0	0	0
	20,000	1	5	5	0	1	1	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			165	71	94	1	1	0	3	1	2	21	4	17

EMP 5871 (9-86) P 2

** 1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
*CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL**

Form *Formulaire* 2 Part B, *Partie B,* Page 1

Name of Business: *Nom de l'entreprise:* CANADA MORTGAGE AND HOUSING CORPORATION

Industrial Sector: *Branche d'activité:* GOVERNMENT SERVICES INDUSTRIES
ECONOMIC SERVICE ADMINISTRATION

Reporting Period: *Période de rapport:* 19 89

Location-*Endroit*

☐ National (Canada) *National (Canada)* ☐ Province / Territory (specify) *Province / territoire (préciser)* _____ ☒ Designated CMA (specify) *RMR désignée (préciser)* VANCOUVER

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Upper-level managers *Cadres supérieurs*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Middle or other managers *Cadres intermédiaires et autres cadres*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Professionals *Professionnels*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Semi-professionals and technicians *Semi-professionnels et techniciens*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Supervisors *Surveillants*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Foremen/women *Contremaîtres*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												

EMP 5886 (9-86) P 1

* Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions
NOTA: Voir instructions

Form *Formulaire* 2 Part B, *Partie B,* Page 2

Occupational Groups *Categories professionnelles*	Top and bottom of salary range *Maximum et minimum de l'échelle de rémunération*	** Quarter *Quart*	All Employees *Tous les salariés*			Aboriginal Peoples *Autochtones*			Persons with Disabilities *Personnes handicapées*			Members of Visible Minorities *Membres des minorités visibles*		
			Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*	Total Number *Nombre total*	Men *Hommes*	Women *Femmes*
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers *Employés de bureau*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Sales workers *Employés du secteur de la vente*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Service workers *Employés du secteur des services*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Skilled crafts and trades workers *Travailleurs qualifiés et artisans*	N/A	4												
		3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		2												
		1												
Semi-skilled manual workers *Travailleurs manuels spécialisés*	0	4												
		3	0	0	0	0	0	0	0	0	0	0	0	0
		2												
		1												
Other manual workers *Autres travailleurs manuels*	22,499	4	2	1	1	0	0	0	0	0	0	0	0	0
	20,000	3	2	1	1	0	0	0	0	0	0	0	0	0
	9,999	2	0	0	0	0	0	0	0	0	0	0	0	0
	7,500	1	4	2	2	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES *NOMBRE TOTAL DE SALARIÉS*			8	4	4	0	0	0	0	0	0	0	0	0

EMP 1880 (9-86) F 2

** 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/
1 représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Canada

5264